S6190-5.4

Public School Professional Personnel 1985-86

Commonwealth of Pennsylvania
Dick Thornburgh, Governor

Department of Education
Margaret A. Smith, Secretary

Bureau of Information Systems
Bruce J. Cowling, Acting Director

Division of Data Services
Roger G. Hummel, Chief
Compiled by: Dominic R. Lattanzio, Educational Statistics Supervisor

May 1986

Pennsylvania Department of Education
333 Market Street
Harrisburg, PA 17126-0333

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HIGHLIGHTS

Data for 1985-86 indicates:

* the 118,239 full-time professional personnel reflected declines of 0.5 percent from the 118,782 reported last year and 10.8 percent from the 132,588 reported in 1976-77.

* classroom teachers accounted for 86.0 percent of the total full-time personnel.

* the average salary of all professional employes increased 6.7 percent since 1984-85 to $26,781; classroom teachers rose 6.9 percent to $25,853.

* the length of service for all professional employes averaged 15.9 years; for classroom teachers, 15.5 years.

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INTRODUCTION

"Public School Professional Personnel, 1985-86" is one in a series of publications containing statistical summaries related to basic education, higher education, and vocational education in Pennsylvania. The data contained in this publication reflects current year figures as well as trends on a variety of selected topics. In many instances, more detailed data is available.

This report contains data on salaried personnel only. Data for employes paid on a per diem basis, interns, and exchange teachers, to cite a few examples, is not included. The reader should keep in mind that information presented by position or assignment deals with people rather than positions. If an employe worked in more than one position or assignment, the person was counted only in the position or assignment in which a majority of his or her time was spent. In cases where the time was divided equally between two or more assignments, the chief school administrator selected one assignment. The data includes only personnel employed on a full-time basis in the schools.

Because of reporting difficulties and because salary contracts had not been settled at the time the reports were submitted, 1984-85 salaries or salaries with mandated increments were reported for all or a portion of the employes in the school districts of Austin Area, Bangor Area, Blue Mountain, Blairsville-Saltsburg, Bradford Area, Burgettstown Area, Corry Area, Eastern York, Fleetwood Area, Forest Hills, Girard, Greensburg Salem, Lackawanna Trail, Lower Merion, Meyersdale Area, Northern Tioga, Peters Township, Ringgold, South Park, Southwest Butler County, Western Beaver County, West Middlesex Area, and the area vocational-technical schools of Butler County, Center County, Clarion County, Somerset County, and Warren County.

In analyzing the data relative to level of education, it must be noted that the figures are not synonymous with years of higher education, but are codes used in the project. However, these averages can be used for comparative purposes. The codes upon which the averages are based are as follows:

1 No college

2 One year of college

3 Two years of college

4 Three years of college

5 Bachelor's degree

6 Master's degree

7 Master's degree plus 30 graduate credits

8 Master's degree plus 60 graduate credits

9 Doctor's degree

The Professional Personnel Record includes professional positions not recognized as such by the Department of Education or in the "School Laws of Pennsylvania." They are included as they do exist in certain administrative units. However, their inclusion here does not constitute official recognition as professional positions by the Department of Education.

Requests for more detailed data and questions or comments about the data should be addressed to the Department of Education, Division of Data Services, 333 Market Street, Harrisburg, PA 17126-0333 (Phone 717-787-2644).

Source: Professional Personnel Record, 1985-86 (PDE-5018)

TABLE 1

PROFESSIONAL PERSONNEL BY POSITION, 1976-77 THROUGH 1985-86

Year	Total	Admin. Supervisory	Classroom Teachers	Coordinate Services	Others and Unknown
1976-77	132 588	6 494	114 425	9 740	1 929
1977-78	130 869	6 506	112 956	9 714	1 693
1978-79	129 081	6 483	110 833	9 760	2 005
1979-80	129 927	6 481	111 615	9 912	1 919
1980-81	128 518	6 410	109 928	9 934	2 246
1981-82	124 925	6 309	107 103	9 706	1 807
1982-83	121 328	6 497	103 855	9 913	1 063
1983-84	119 359	6 412	102 207	9 809	931
1984-85	118 782	6 353	101 484	9 708	1 237
1985-86	118 239	6 302	101 665	9 591	681

The 118,239 full-time personnel employed in professional positions in the public schools of Pennsylvania at the beginning of the 1985-86 school year was a 0.5 percent decrease from the 118,782 employed last year, and a 10.8 percent decrease from the 132,588 employed nine years ago.

During this 10-year period, the classroom teachers group showed the greatest loss with an 11.2 percent decrease. However, there was a slight increase in classroom teachers in 1985-86, the first annual increase in six years. The administrative/supervisory group showed a loss of 3.0 percent since 1976-77.

Classroom teachers accounted for 86.0 percent of the total number of 118,239 in 1985-86; coordinate services personnel accounted for 8.1 percent; administrative/supervisory, 5.3 percent; and the position classifications of 0.6 percent were unknown. These percents changed very little over recent years as evidenced by the fact that the 86.0 percent for classroom teachers was only a 0.3 percent difference from the 86.3 percent figure nine years earlier.

FIGURE 1

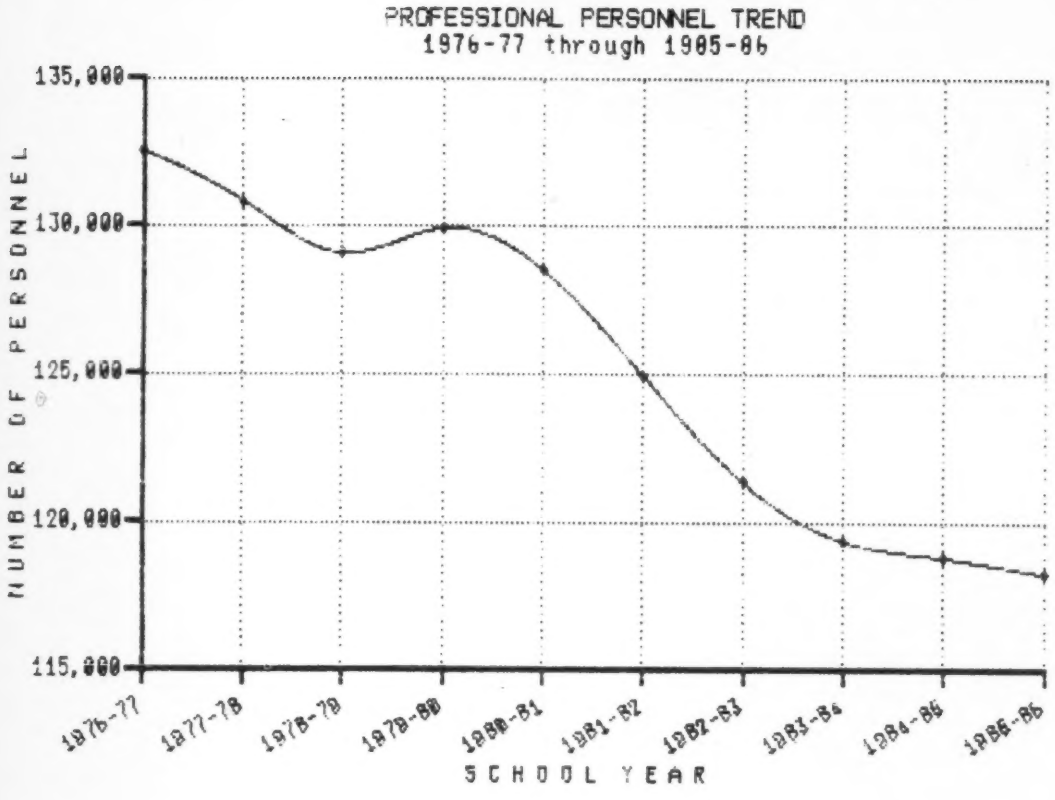

FIGURE 2

POSITION CLASSIFICATION DISTRIBUTION OF TOTAL STAFF, 1985-86

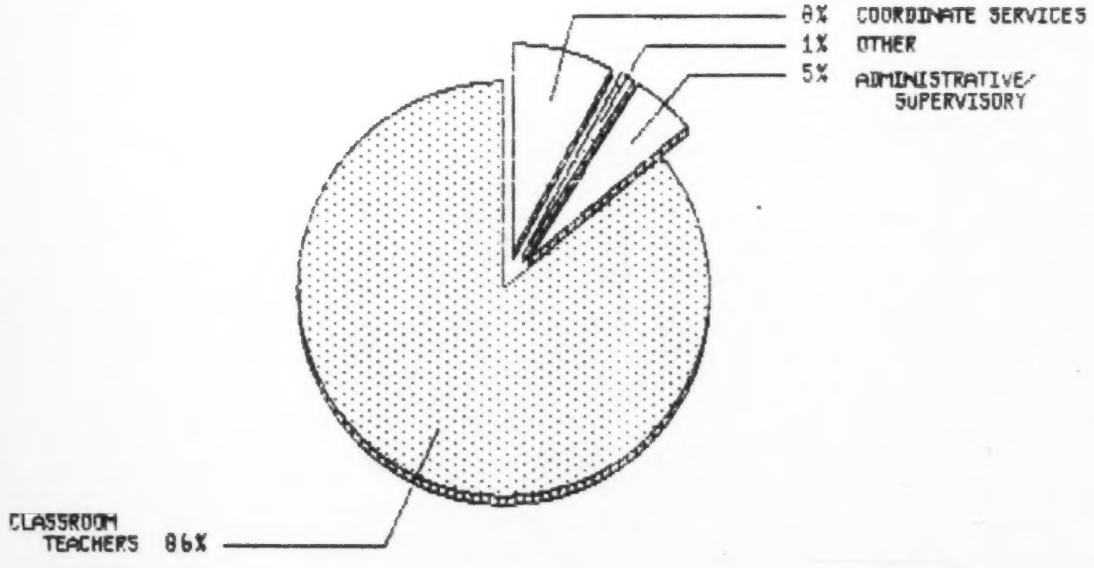

TABLE 2

AVERAGE SALARIES OF PROFESSIONAL PERSONNEL
BY POSITION, 1976-77 THROUGH 1985-86

Year	Total	Administrative Supervisory	Classroom Teachers	Coordinate Services
1976-77	14 074	22 835	13 433	15 219
1977-78	15 136	24 165	14 462	16 290
1978-79	16 208	25 597	15 513	17 349
1979-80	17 237	27 031	16 517	18 371
1980-81	18 741	29 305	17 981	19 896
1981-82	20 298	31 425	19 482	21 464
1982-83	22 016	33 486	21 178	23 268
1983-84	23 562	35 315	22 703	24 834
1984-85	25 105	37 275	24 192	26 318
1985-86	26 781	39 538	25 853	28 076

The average salary of all professional employes in 1985-86 was a 6.7 percent increase over the $25,105 figure of 1984-85. The average increase has been approximately 7.4 percent annually since 1976-77.

The average salary of classroom teachers rose 6.9 percent from $24,192 in 1984-85 to $25,853 in 1985-86. Since 1976-77 the average increase has been approximately 7.6 percent annually.

TABLE 3

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY AVERAGE SALARY, AVERAGE LEVEL OF EDUCATION, AND AVERAGE YEARS OF SERVICE BY POSITION, 1985-86

POSITION	PERSONNEL			AVERAGE SALARY			AVERAGE LEVEL OF EDUCATION			AVERAGE YEARS OF SERVICE		
	TOTAL	MALE	FEMALE	MALE	FEMALE	COMBINED	MALE	FEMALE	COMBINED	MALE	FEMALE	COMBIN
ADMINISTRATIVE AND SUPERVISORY												
EXECUTIVE DIRECTOR	26	26		55 955		55 955	8.31		8.31	27.54		27.54
ASSISTANT EXECUTIVE DIRECTOR	41	39	2	47 823	39 190	47 402	7.90	8.50	7.93	24.77	20.50	24.56
SUPERINTENDENT, DISTRICT	482	464	18	50 829	48 266	50 737	8.30	8.50	8.30	25.88	24.11	25.82
ASSISTANT SUPERINTENDENT, DISTRICT	192	174	18	46 875	44 226	46 625	8.01	7.61	7.97	23.71	23.11	23.65
ADMINISTRATIVE ASSISTANT	189	159	30	41 012	37 533	40 470	6.69	6.60	6.67	25.26	19.70	24.38
ELEMENTARY PRINCIPAL	1 505	1 225	280	38 839	38 434	38 763	6.76	7.04	6.81	24.11	21.41	23.61
ASSISTANT ELEMENTARY PRINCIPAL	78	60	18	34 709	31 468	33 961	6.70	6.61	6.68	20.57	17.61	19.88
SECONDARY PRINCIPAL	937	904	33	40 732	40 004	40 706	6.83	6.76	6.83	24.67	21.82	24.57
ASSISTANT SECONDARY PRINCIPAL	965	857	108	36 882	36 633	36 854	6.68	6.83	6.70	21.59	19.05	21.30
PRINCIPAL, K THROUGH 12	184	170	14	38 971	39 044	38 976	6.85	7.36	6.89	23.02	18.14	22.65
ASSISTANT PRINCIPAL K THROUGH 12	114	92	22	34 565	34 251	34 504	6.76	6.86	6.78	18.98	19.00	18.98
DIRECTOR, VOCATIONAL EDUCATION	81	75	6	41 872	37 048	41 510	6.92	7.00	6.93	22.55	19.67	22.33
ASSISTANT DIRECTOR OF VOCATIONAL ED.	34	31	3	37 928	35 230	37 667	6.23	7.67	6.35	19.55	13.33	19.00
COORDINATOR	239	158	81	35 509	30 568	33 848	6.48	6.32	6.43	22.32	16.70	20.42
SUPERVISOR	1 235	800	435	38 454	35 458	37 399	6.44	6.56	6.48	21.81	19.08	20.84
SUB TOTALS	6 302	5 234	1 068	40 153	36 527	39 538	6.90	6.78	6.88	23.37	19.71	22.75
CLASSROOM TEACHERS												
KINDERGARTEN	2 371	38	2 333	23 850	24 444	24 435	5.37	5.40	5.40	12.13	15.35	15.30
ELEMENTARY	38 008	9 096	28 912	27 052	25 608	25 961	5.82	5.57	5.63	16.39	15.15	15.45
SECONDARY	43 126	25 803	17 323	27 156	24 886	26 256	5.64	5.54	5.60	18.10	14.48	16.65
SPECIALIZED, K THROUGH 12	5 598	2 611	2 987	26 946	24 800	25 812	5.67	5.55	5.61	16.83	13.70	15.16
SPECIAL EDUCATION	10 474	2 528	7 946	26 072	23 166	23 881	5.79	5.61	5.66	13.43	9.62	10.54
SPEECH CORRECTIONIST	1 302	171	1 131	26 794	22 809	23 349	5.78	5.62	5.64	17.64	11.40	12.22
DEPARTMENT HEAD	786	557	229	33 576	32 349	33 219	6.60	6.55	6.59	23.94	21.56	23.25
SUB TOTALS	101 665	40 804	60 861	27 134	24 975	25 853	5.71	5.57	5.62	17.42	14.13	15.45
COORDINATE SERVICES												
ASST. TO THE SUP. IN CHARGE OF INST.	34	28	6	45 305	40 559	44 442	7.68	8.50	7.82	21.93	21.33	21.82
ASST. TO THE SUP. IN CHARGE OF BUS.	22	22		48 128		48 128	6.36		6.36	27.23		27.23
AUDIOMETRIST	21	2	19	25 524	21 227	21 656	6.50	6.00	6.05	9.50	8.37	8.48
BUSINESS MANAGER	151	134	17	37 263	28 156	36 224	5.55	3.47	5.32	15.54	11.94	15.13
CURRICULUM COORDINATOR	68	50	18	40 199	33 712	38 482	7.40	7.00	7.29	24.76	19.33	23.32
DENTAL HYGIENIST	72	1	71	25 415	26 041	26 032	6.00	5.59	5.60	18.00	15.59	15.63
DIRECTOR OF DATA PROCESSING	5	3	2	41 821	17 940	32 268	6.33	5.50	6.00	18.00	5.50	13.00
DIRECTOR OF PERSONNEL	31	27	4	45 664	39 131	44 821	6.48	7.00	6.55	23.26	16.75	22.42
FEDERAL COORDINATOR	48	38	10	36 444	28 525	34 894	6.89	6.10	6.73	25.87	16.90	24.00
GUIDANCE, ELEMENTARY	562	222	340	27 834	25 262	26 308	6.31	6.24	6.27	18.44	14.19	15.87
GUIDANCE, SECONDARY	1 904	1 171	733	30 181	27 751	29 256	6.43	6.29	6.38	22.85	18.08	21.01
GUIDANCE, K THROUGH 12	687	285	402	31 426	31 883	31 694	6.78	7.05	6.94	21.21	17.01	18.76
HOME AND SCHOOL VISITOR	278	119	159	30 034	28 363	29 088	5.73	5.70	5.71	20.55	16.69	18.34

TABLE 3

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY AVERAGE SALARY, AVERAGE LEVEL OF EDUCATION, AND AVERAGE YEARS OF SERVICE BY POSITION, 1985-86

POSITION	PERSONNEL			AVERAGE SALARY			AVERAGE LEVEL OF EDUCATION			AVERAGE YEARS OF SERVICE		
	TOTAL	MALE	FEMALE	MALE	FEMALE	COMBINED	MALE	FEMALE	COMBINED	MALE	FEMALE	COMBIN
LIBRARIAN, ELEMENTARY	880	51	829	28 605	25 115	25 327	5.84	5.69	5.70	19.29	15.17	15.41
LIBRARIAN, SECONDARY	832	160	672	28 346	25 683	26 195	6.06	5.79	5.84	20.11	16.54	17.23
LIBRARIAN, K THROUGH 12	194	25	169	25 923	25 645	25 683	5.88	5.77	5.78	16.68	15.42	15.58
MANAGER, SCHOOL FOOD SERVICES	38	6	32	28 640	26 664	26 931	5.00	4.81	4.84	18.50	17.50	17.66
OCCUPATIONAL THERAPIST	19	1	18	40 461	21 461	22 650	7.00	4.89	5.00	29.00	8.78	9.84
PHYSICAL THERAPIST	57	8	49	28 999	27 460	27 676	6.13	5.73	5.79	17.88	10.69	11.70
PSYCHIATRIC SOCIAL WORKER	26	7	19	27 452	27 304	27 344	6.00	6.11	6.08	14.43	13.47	13.73
PSYCHOLOGICAL EXAMINER	10	5	5	25 657	24 292	24 974	5.80	6.00	5.90	6.80	11.40	9.10
PSYCHOLOGIST	646	363	283	32 944	30 065	31 694	7.12	7.02	7.07	15.58	12.26	14.12
SCHOOL NURSE	1 750	4	1 746	28 677	25 429	25 436	5.50	5.29	5.29	15.25	14.50	14.50
SPECIALIST	1 256	282	974	29 559	26 810	27 439	6.16	5.86	5.93	17.77	14.04	14.88
SUB TOTALS	9 591	3 014	6 577	31 199	26 620	28 076	6.44	5.85	6.04	20.35	15.22	16.83
OTHERS	681	310	371	31 766	23 732	27 428	6.05	5.48	5.74	17.45	10.48	13.65
T O T A L	118 239	49 362	68 877	28 792	25 309	26 781	5.88	5.61	5.72	18.23	14.30	15.94

TABLE 4

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY LEVEL OF EDUCATION BY POSITION, 1985-86

POSITION	TOTAL	LEVEL OF EDUCATION									
		NO COLLEGE	ONE YEAR COLLEGE	TWO YEARS COLLEGE	THREE YEARS COLLEGE	BACHELORS DEGREE	MASTERS DEGREE	MASTERS + 1 YEAR	MASTERS + 2 YEARS	DOCTORS DEGREE	UNKNOWN
ADMINISTRATIVE AND SUPERVISORY											
EXECUTIVE DIRECTOR	26					2	1	2	3	18	
ASSISTANT EXECUTIVE DIRECTOR	41					3	3	8	7	20	
SUPERINTENDENT, DISTRICT	482					7	32	56	99	288	
ASSISTANT SUPERINTENDENT, DISTRICT	192					4	22	33	50	83	
ADMINISTRATIVE ASSISTANT	189		1	1		23	75	39	32	18	
ELEMENTARY PRINCIPAL	1 505	2			1	27	736	351	256	132	
ASSISTANT ELEMENTARY PRINCIPAL	78					2	40	24	5	7	
SECONDARY PRINCIPAL	937	2				24	447	223	136	105	
ASSISTANT SECONDARY PRINCIPAL	965		1			38	477	236	156	57	
PRINCIPAL, K THROUGH 12	184					4	84	49	22	25	
ASSISTANT PRINCIPAL K THROUGH 12	114					5	50	33	17	9	
DIRECTOR, VOCATIONAL EDUCATION	81					5	27	25	17	7	
ASSISTANT DIRECTOR OF VOCATIONAL ED.	34					10	13	5	1	5	
COORDINATOR	239		1	4	3	46	95	36	28	26	
SUPERVISOR	1 235	56		6	2	109	509	243	164	146	
SUB TOTALS	6 302	60	3	11	6	309	2 611	1 363	993	946	
CLASSROOM TEACHERS											
KINDERGARTEN	2 371			1	12	1 519	746	72	18	3	
ELEMENTARY	38 008	145	1	7	158	18 814	14 974	2 016	1 751	142	
SECONDARY	43 126	252	230	422	390	20 804	15 658	3 288	1 752	330	
SPECIALIZED, K THROUGH 12	5 598	3		2	41	2 861	2 139	366	160	26	
SPECIAL EDUCATION	10 474	30	2	6	130	4 933	4 186	638	509	40	
SPEECH CORRECTIONIST	1 302		1		5	522	718	43	9	4	
DEPARTMENT HEAD	786	2				115	335	127	163	44	
SUB TOTALS	101 665	432	234	438	736	49 568	38 756	6 550	4 362	589	
COORDINATE SERVICES											
ASST. TO THE SUP. IN CHARGE OF INST.	34						8	6	4	16	
ASST. TO THE SUP. IN CHARGE OF BUS.	22					3	14	1	2	2	
AUDIOMETRIST	21					2	16	3			
BUSINESS MANAGER	151	4	3	6	3	79	32	19	2	3	
CURRICULUM COORDINATOR	68					4	23	11	9	21	
DENTAL HYGIENIST	72			1	1	39	21	5	5		
DIRECTOR OF DATA PROCESSING	5					3	1			1	
DIRECTOR OF PERSONNEL	31					9	8	6	4	4	
FEDERAL COORDINATOR	48					4	22	11	5	6	
GUIDANCE, ELEMENTARY	562					21	414	91	29	7	
GUIDANCE, SECONDARY	1 904	1	1			60	1 266	403	139	34	

TABLE 4

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY LEVEL OF EDUCATION BY POSITION, 1985-86

POSITION	TOTAL	LEVEL OF EDUCATION									
		NO COLL-EGE	ONE YEAR COLLEGE	TWO YEARS COLLEGE	THREE YEARS COLLEGE	BACH-ELORS DEGREE	MASTERS DEGREE	MASTERS + 1 YEAR	MASTERS + 2 YEARS	DOCTORS DEGREE	UNKNOWN
GUIDANCE, K THROUGH 12	687	4				23	284	83	275	18	
HOME AND SCHOOL VISITOR	278	12			1	99	108	36	21	1	
LIBRARIAN, ELEMENTARY	880				8	367	418	61	21	5	
LIBRARIAN, SECONDARY	832	1			1	283	428	86	27	6	
LIBRARIAN, K THROUGH 12	194				1	66	106	16	5		
MANAGER, SCHOOL FOOD SERVICES	38	2			2	31	2	1			
OCCUPATIONAL THERAPIST	19			3		11	4	1			
PHYSICAL THERAPIST	57					31	14	5	7		
PSYCHIATRIC SOCIAL WORKER	26					3	18	5			
PSYCHOLOGICAL EXAMINER	10					5	3	1		1	
PSYCHOLOGIST	646	3			2	19	194	210	132	86	
SCHOOL NURSE	1 750	20	2	15	53	1 131	426	54	47	2	
SPECIALIST	1 256	28			1	324	673	128	59	43	
SUB TOTALS	9 591	75	6	25	73	2 617	4 503	1 243	793	256	
OTHERS	681	18	6	6	16	267	230	69	25	44	
TOTAL	118 239	585	249	480	831	52 761	46 100	9 225	6 173	1 835	

TABLE 5

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY
TOTAL YEARS OF SERVICE BY POSITION, 1985-86

POSITION	TOTAL	01-05	06-10	11-15	16-20	21-25	26-30	31-35	36-OVER	UNKNOWN
ADMINISTRATIVE AND SUPERVISORY										
EXECUTIVE DIRECTOR	26	1		2	3	4	4	7	5	
ASSISTANT EXECUTIVE DIRECTOR	41	1	1	1	8	11	9	7	3	
SUPERINTENDENT, DISTRICT	482	16	4	14	74	91	152	96	35	
ASSISTANT SUPERINTENDENT, DISTRICT	192	2	3	18	44	56	32	26	11	
ADMINISTRATIVE ASSISTANT	189	2	10	17	32	31	53	33	11	
ELEMENTARY PRINCIPAL	1 505	7	36	173	313	361	317	240	58	
ASSISTANT ELEMENTARY PRINCIPAL	78		2	21	23	17	7	7	1	
SECONDARY PRINCIPAL	937	7	14	76	169	231	238	159	43	
ASSISTANT SECONDARY PRINCIPAL	965	16	42	157	257	205	173	86	29	
PRINCIPAL, K THROUGH 12	184	2	3	22	47	47	38	21	4	
ASSISTANT PRINCIPAL K THROUGH 12	114		9	29	29	26	16	3	2	
DIRECTOR, VOCATIONAL EDUCATION	81	2	2	10	23	15	13	12	4	
ASSISTANT DIRECTOR OF VOCATIONAL ED.	34	1	2	9	8	8	5	1		
COORDINATOR	239	9	18	39	53	51	42	20	7	
SUPERVISOR	1 235	55	67	196	301	247	205	118	46	
SUB TOTALS	6 302	121	213	784	1 384	1 401	1 304	836	259	
CLASSROOM TEACHERS										
KINDERGARTEN	2 371	220	390	670	556	315	143	59	18	
ELEMENTARY	38 008	3 104	5 713	11 269	9 781	4 688	2 240	951	262	
SECONDARY	43 126	3 805	5 931	9 726	10 610	6 847	4 251	1 501	455	
SPECIALIZED, K THROUGH 12	5 598	582	946	1 555	1 247	686	379	167	36	
SPECIAL EDUCATION	10 474	2 433	3 302	2 728	1 193	486	228	74	30	
SPEECH CORRECTIONIST	1 302	230	348	376	199	71	50	16	12	
DEPARTMENT HEAD	786	3	20	82	194	178	189	89	31	
SUB TOTALS	101 665	10 377	16 650	26 406	23 780	13 271	7 480	2 857	844	
COORDINATE SERVICES										
ASST. TO THE SUP. IN CHARGE OF INST.	34	1		5	8	9	7	3	1	
ASST. TO THE SUP. IN CHARGE OF BUS.	22			1	3	2	9	6	1	
AUDIOMETRIST	21	5	11	3	2					
BUSINESS MANAGER	151	24	41	17	24	17	14	10	4	
CURRICULUM COORDINATOR	68	3	1	7	16	10	17	9	5	
DENTAL HYGIENIST	72	12	11	15	16	8	5	1	4	
DIRECTOR OF DATA PROCESSING	5	2	1		1			1		
DIRECTOR OF PERSONNEL	31	1	1	5	9	3	7	3	2	
FEDERAL COORDINATOR	48	1	1	6	10	11	6	6	7	
GUIDANCE, ELEMENTARY	562	46	96	151	127	78	37	23	4	
GUIDANCE, SECONDARY	1 904	73	152	301	372	390	346	193	77	
GUIDANCE, K THROUGH 12	687	15	74	162	185	110	90	34	17	
HOME AND SCHOOL VISITOR	278	21	31	45	65	60	38	14	4	
LIBRARIAN, ELEMENTARY	880	83	147	234	224	110	50	20	12	

TABLE 5

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY
TOTAL YEARS OF SERVICE BY POSITION, 1985-86

POSITION	TOTAL	01-05	06-10	11-15	16-20	21-25	26-30	31-35	36-OVER	UNKNOWN
LIBRARIAN, SECONDARY	832	50	102	219	205	132	79	30	15	
LIBRARIAN, K THROUGH 12	194	17	37	44	54	19	15	5	3	
MANAGER, SCHOOL FOOD SERVICES	38	2	8	6	9	5	5	3		
OCCUPATIONAL THERAPIST	19	4	7	6		1	1			
PHYSICAL THERAPIST	57	13	20	10	4	4	1	4	1	
PSYCHIATRIC SOCIAL WORKER	26	2	8	6	3	6	1			
PSYCHOLOGICAL EXAMINER	10	3	4	2		1				
PSYCHOLOGIST	646	93	157	146	109	65	46	19	11	
SCHOOL NURSE	1 750	264	302	394	413	225	102	42	8	
SPECIALIST	1 256	109	229	384	309	122	62	27	14	
SUB TOTALS	9 591	844	1 441	2 169	2 168	1 388	938	453	190	
OTHERS	681	157	150	118	91	79	47	26	13	
T O T A L	118 239	11 499	18 454	29 477	27 423	16 139	9 769	4 172	1 306	

TABLE 6

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY SALARY BY POSITION, 1985-86

POSITION	TOTAL	UNDER- $10 000	$10 000- $11 999	$12 000- $13 999	$14 000- $15 999	$16 000- $17 999	$18 000- $19 999	$20 000- $21 999	$22 000- $23 999
ADMINISTRATIVE AND SUPERVISORY									
EXECUTIVE DIRECTOR	26								
ASSISTANT EXECUTIVE DIRECTOR	41								
SUPERINTENDENT, DISTRICT	482								
ASSISTANT SUPERINTENDENT, DISTRICT	192						1		1
ADMINISTRATIVE ASSISTANT	189					1		3	2
ELEMENTARY PRINCIPAL	1 505						2	2	2
ASSISTANT ELEMENTARY PRINCIPAL	78					1			1
SECONDARY PRINCIPAL	937			1			2	1	2
ASSISTANT SECONDARY PRINCIPAL	965				1		1	1	10
PRINCIPAL, K THROUGH 12	184								
ASSISTANT PRINCIPAL K THROUGH 12	114							1	4
DIRECTOR, VOCATIONAL EDUCATION	81							1	
ASSISTANT DIRECTOR OF VOCATIONAL ED.	34								
COORDINATOR	239				2	2	2	9	5
SUPERVISOR	1 235		3	4	1	5	3	5	18
SUB TOTALS	6 302		3	5	4	9	11	23	45
CLASSROOM TEACHERS									
KINDERGARTEN	2 371	9	17	20	55	150	207	304	377
ELEMENTARY	38 008	89	105	390	746	1 515	2 478	3 924	5 157
SECONDARY	43 126	86	87	296	986	1 907	2 858	3 876	5 146
SPECIALIZED, K THROUGH 12	5 598	10	14	42	151	294	436	613	684
SPECIAL EDUCATION	10 474	3	10	123	468	866	1 315	1 369	1 550
SPEECH CORRECTIONIST	1 302	1		9	27	91	169	207	230
DEPARTMENT HEAD	786					1	4	8	32
SUB TOTALS	101 665	198	233	880	2 433	4 824	7 467	10 301	13 176
COORDINATE SERVICES									
ASST. TO THE SUP. IN CHARGE OF INST.	34								
ASST. TO THE SUP. IN CHARGE OF BUS.	22								
AUDIOMETRIST	21					1	5	5	4
BUSINESS MANAGER	151						5	4	5
CURRICULUM COORDINATOR	68				1			1	
DENTAL HYGIENIST	72					3	11	7	6
DIRECTOR OF DATA PROCESSING	5				1			1	
DIRECTOR OF PERSONNEL	31								
FEDERAL COORDINATOR	48		1						2
GUIDANCE, ELEMENTARY	562		2	2	11	13	47	62	71
GUIDANCE, SECONDARY	1 904	3	1	3	5	27	76	100	129
GUIDANCE, K THROUGH 12	687	1			2	4	6	14	23
HOME AND SCHOOL VISITOR	278			1	3	7	12	15	15

TABLE 6

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY SALARY BY POSITION, 1985-86

POSITION	TOTAL	UNDER-$10 000	$10 000-$11 999	$12 000-$13 999	$14 000-$15 999	$16 000-$17 999	$18 000-$19 999	$20 000-$21 999	$22 000-$23 999
LIBRARIAN, ELEMENTARY	880	1	2	5	22	53	70	106	112
LIBRARIAN, SECONDARY	832	1	2	4	14	33	42	90	120
LIBRARIAN, K THROUGH 12	194			4	4	11	12	21	28
MANAGER, SCHOOL FOOD SERVICES	38			1		1	3	4	6
OCCUPATIONAL THERAPIST	19		1			3	3	4	
PHYSICAL THERAPIST	57				1	1	3	4	8
PSYCHIATRIC SOCIAL WORKER	26						2	4	2
PSYCHOLOGICAL EXAMINER	10						2	3	1
PSYCHOLOGIST	646			1		5	19	29	47
SCHOOL NURSE	1 750	4	3	9	54	101	144	190	209
SPECIALIST	1 256	1	2	13	20	47	114	133	125
SUB TOTALS	9 591	11	14	43	138	310	576	797	913
OTHERS	681	1	5	10	28	42	71	70	74
T O T A L	118 239	210	255	938	2 603	5 185	8 125	11 191	14 208

TABLE 6

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY SALARY BY POSITION, 1985-86--CONCLUDED

POSITION	$24 000-$25 999	$26 000-$27 999	$28 000-$29 999	$30 000-$31 999	$32 000-$33 999	$34 000-$35 999	$36 000-$37 999	$38 000-$39 999	$40 000-OVER	UNKNOWN
ADMINISTRATIVE AND SUPERVISORY										
EXECUTIVE DIRECTOR									25	1
ASSISTANT EXECUTIVE DIRECTOR						1		2	38	
SUPERINTENDENT, DISTRICT				2	3	8	2	18	440	9
ASSISTANT SUPERINTENDENT, DISTRICT		2	2	2	5	3	3	10	162	1
ADMINISTRATIVE ASSISTANT	4	8	4	5	9	8	14	16	112	3
ELEMENTARY PRINCIPAL	10	25	55	84	126	159	225	158	632	25
ASSISTANT ELEMENTARY PRINCIPAL	5	7	4	8	15	8	12	5	12	
SECONDARY PRINCIPAL	3	10	11	36	60	85	125	111	473	17
ASSISTANT SECONDARY PRINCIPAL	26	39	55	84	82	116	109	107	324	10
PRINCIPAL, K THROUGH 12	1	1	4	13	19	23	25	24	71	3
ASSISTANT PRINCIPAL K THROUGH 12	3	3	17	12	13	17	9	13	21	1
DIRECTOR, VOCATIONAL EDUCATION				3	3	6	9	7	51	1
ASSISTANT DIRECTOR OF VOCATIONAL ED.				1	7	2	10	3	8	3
COORDINATOR	14	11	18	25	25	36	25	19	39	7
SUPERVISOR	11	53	61	94	96	169	148	98	447	19
SUB TOTALS	77	159	231	369	463	641	716	591	2 855	100
CLASSROOM TEACHERS										
KINDERGARTEN	338	260	206	94	77	116	34	11	5	91
ELEMENTARY	4 810	4 060	4 141	3 867	1 141	3 412	543	261	206	1 163
SECONDARY	5 670	5 587	4 648	3 423	1 801	3 625	917	518	521	1 174
SPECIALIZED, K THROUGH 12	730	642	456	304	281	568	101	56	55	161
SPECIAL EDUCATION	1 223	922	657	578	137	771	78	36	37	331
SPEECH CORRECTIONIST	200	118	83	40	22	32	6	2	1	64
DEPARTMENT HEAD	63	85	83	65	66	69	51	161	75	23
SUB TOTALS	13 034	11 674	10 274	8 371	3 525	8 593	1 730	1 045	900	3 007
COORDINATE SERVICES										
ASST. TO THE SUP. IN CHARGE OF INST.		1			1	2	4	1	24	1
ASST. TO THE SUP. IN CHARGE OF BUS.			1				1		20	
AUDIOMETRIST	4		1							1
BUSINESS MANAGER	4	14	8	12	11	15	13	9	49	2
CURRICULUM COORDINATOR		4	4	2	7	7	4	8	30	
DENTAL HYGIENIST	8	6	5	8	4	10				4
DIRECTOR OF DATA PROCESSING							1		2	
DIRECTOR OF PERSONNEL					2	1	1	5	22	
FEDERAL COORDINATOR	3	3	4	4	5	5	3	3	13	2
GUIDANCE, ELEMENTARY	77	62	59	42	22	30	12	8	16	26
GUIDANCE, SECONDARY	204	258	254	222	149	158	125	60	78	52
GUIDANCE, K THROUGH 12	44	56	38	94	22	322	40	11	4	6
HOME AND SCHOOL VISITOR	22	18	50	38	22	53	9	5	2	6

TABLE 6

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY SALARY BY POSITION, 1985-86--CONCLUDED

POSITION	$24 000-$25 999	$26 000-$27 999	$28 000-$29 999	$30 000-$31 999	$32 000-$33 999	$34 000-$35 999	$36 000-$37 999	$38 000-$39 999	$40 000-OVER	UNKNOWN
LIBRARIAN, ELEMENTARY	114	122	73	48	33	29	19	17	15	39
LIBRARIAN, SECONDARY	112	128	77	61	31	47	22	16	11	21
LIBRARIAN, K THROUGH 12	21	24	19	5	14	15	1	2	3	10
MANAGER, SCHOOL FOOD SERVICES	3	3	7	2	2	2	1		2	1
OCCUPATIONAL THERAPIST	1	1		1	1				1	3
PHYSICAL THERAPIST	3	7	9	8	1	12				
PSYCHIATRIC SOCIAL WORKER	3	3	3	1	6		1	1		
PSYCHOLOGICAL EXAMINER	1			1	1	1				
PSYCHOLOGIST	42	61	60	63	61	47	58	83	55	15
SCHOOL NURSE	202	220	186	154	65	122	19	13	9	46
SPECIALIST	125	104	90	74	115	125	30	56	49	33
SUB TOTALS	993	1 095	948	840	575	1 003	364	298	405	268
OTHERS	61	42	38	32	32	26	27	21	83	18
T O T A L	14 165	12 970	11 491	9 612	4 595	10 263	2 837	1 955	4 243	3 393

TABLE 7

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY AGE BY POSITION, 1985-86

POSITION	TOTAL	UNDER 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-OVER
ADMINISTRATIVE AND SUPERVISORY												
EXECUTIVE DIRECTOR	26						3	5	6	4	7	1
ASSISTANT EXECUTIVE DIRECTOR	41					2	10	10	8	7	4	
SUPERINTENDENT, DISTRICT	482					25	64	91	142	111	40	9
ASSISTANT SUPERINTENDENT, DISTRICT	192				3	20	52	41	32	27	16	1
ADMINISTRATIVE ASSISTANT	189				7	25	33	19	39	44	14	8
ELEMENTARY PRINCIPAL	1 505				23	210	296	273	270	298	112	23
ASSISTANT ELEMENTARY PRINCIPAL	78				3	25	21	11	6	12		
SECONDARY PRINCIPAL	937		1		8	97	180	185	195	174	89	8
ASSISTANT SECONDARY PRINCIPAL	965			5	41	198	213	172	140	122	64	10
PRINCIPAL, K THROUGH 12	184				6	26	43	37	38	23	10	1
ASSISTANT PRINCIPAL K THROUGH 12	114			2	8	33	28	16	16	10	1	
DIRECTOR, VOCATIONAL EDUCATION	81				1	8	12	9	20	21	9	1
ASSISTANT DIRECTOR OF VOCATIONAL ED	34					3	10	2	9	4	6	
COORDINATOR	239			2	12	32	32	48	55	38	15	5
SUPERVISOR	1 235			3	44	168	247	218	211	214	104	26
SUB TOTALS	6 302		1	12	156	872	1 244	1 137	1 187	1 109	491	93
CLASSROOM TEACHERS												
KINDERGARTEN	2 371		27	120	376	649	370	266	247	204	79	33
ELEMENTARY	38 008	9	297	1 483	5 162	10 949	7 417	4 525	3 444	2 980	1 321	421
SECONDARY	43 126	10	406	2 059	4 893	10 211	9 160	6 073	4 564	3 465	1 868	417
SPECIALIZED, K THROUGH 12	5 598	1	48	381	932	1 600	1 028	616	449	337	162	44
SPECIAL EDUCATION	10 474	6	224	1 473	2 891	2 722	1 297	673	461	416	216	95
SPEECH CORRECTIONIST	1 302	2	19	181	405	342	154	81	49	44	13	10
DEPARTMENT HEAD	786			2	9	97	155	147	151	136	69	20
SUB TOTALS	101 665	28	1 021	5 699	14 668	26 570	19 581	12 381	9 365	7 582	3 728	1 042
COORDINATE SERVICES												
ASST. TO THE SUP. IN CHARGE OF INST	34				1	8	7	11	4	1	2	
ASST. TO THE SUP. IN CHARGE OF BUS.	22						1	4	8	4	4	1
AUDIOMETRIST	21			4	12	3		1				1
BUSINESS MANAGER	151		2	5	19	29	24	20	22	18	11	1
CURRICULUM COORDINATOR	68			1	1	5	16	9	14	14	6	2
DENTAL HYGIENIST	72			2	10	18	11	5	10	10	1	5
DIRECTOR OF DATA PROCESSING	5			1	1		2					1
DIRECTOR OF PERSONNEL	31					1	6	9	3	9	2	1
FEDERAL COORDINATOR	48				2	7	2	10	6	12	7	2
GUIDANCE, ELEMENTARY	562		1	21	63	167	109	74	55	39	25	8
GUIDANCE, SECONDARY	1 904		1	19	116	313	376	305	308	278	153	35
GUIDANCE, K THROUGH 12	687			4	23	76	158	109	107	108	79	23
HOME AND SCHOOL VISITOR	278			3	15	30	50	34	44	37	49	16
LIBRARIAN, ELEMENTARY	880		8	48	111	242	169	74	73	99	47	9

TABLE 7

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY AGE BY POSITION, 1985-86

POSITION	TOTAL	UNDER 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-OVER
LIBRARIAN, SECONDARY	832		5	27	92	194	156	94	84	100	64	16
LIBRARIAN, K THROUGH 12	194	1		9	29	44	40	11	15	31	10	4
MANAGER, SCHOOL FOOD SERVICES	38			1	4	5	3	2	8	7	6	2
OCCUPATIONAL THERAPIST	19		1	6	4	3			1	4		
PHYSICAL THERAPIST	57			3	7	13	9	8	6	6	4	1
PSYCHIATRIC SOCIAL WORKER	26			2	5	4	5	2	2	4	2	
PSYCHOLOGICAL EXAMINER	10				3	3		3	1			
PSYCHOLOGIST	646			21	87	159	133	85	55	51	43	12
SCHOOL NURSE	1 750	3		18	66	89	181	297	347	359	322	68
SPECIALIST	1 256		5	37	179	315	213	166	148	94	70	29
SUB TOTALS	9 591	4	23	232	850	1 728	1 671	1 333	1 321	1 285	907	237
OTHERS	681	1	11	42	95	144	100	106	64	59	40	19
T O T A L	118 239	33	1 056	5 985	15 769	29 314	22 596	14 957	11 937	10 035	5 166	1 391

FIGURE 3

AVERAGE SALARIES OF PROFESSIONAL PERSONNEL
1976-76 through 1985-86

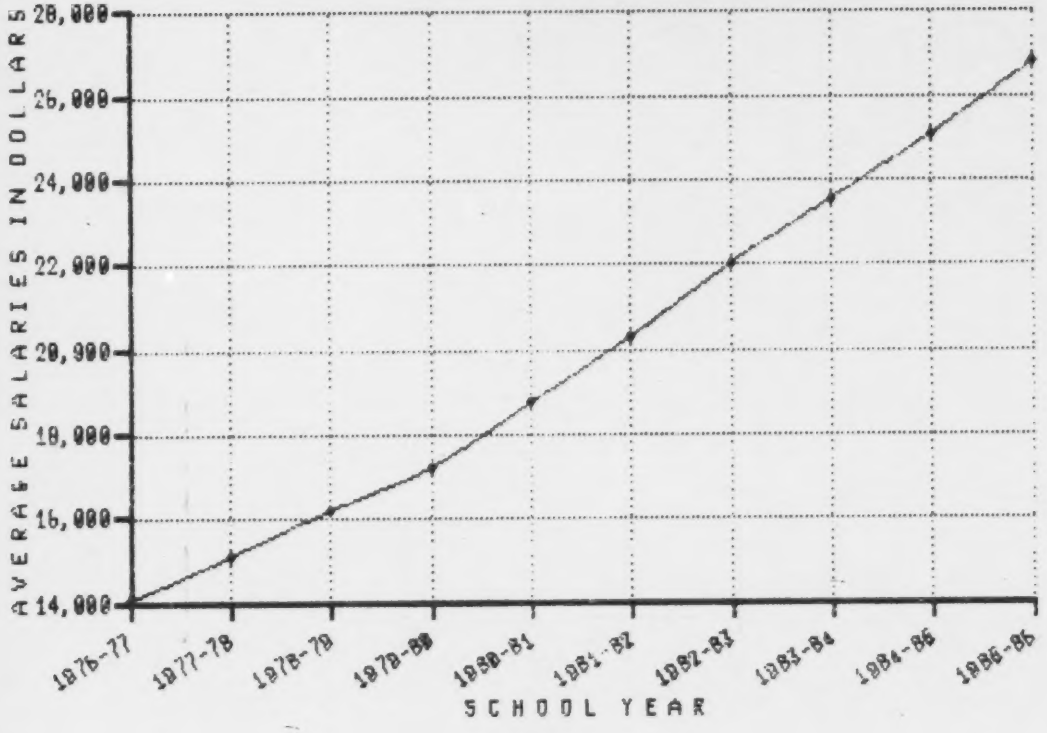

FIGURE 4

AVERAGE SALARIES OF PROFESSIONAL PERSONNEL BY POSITION
BY SELECTED YEARS

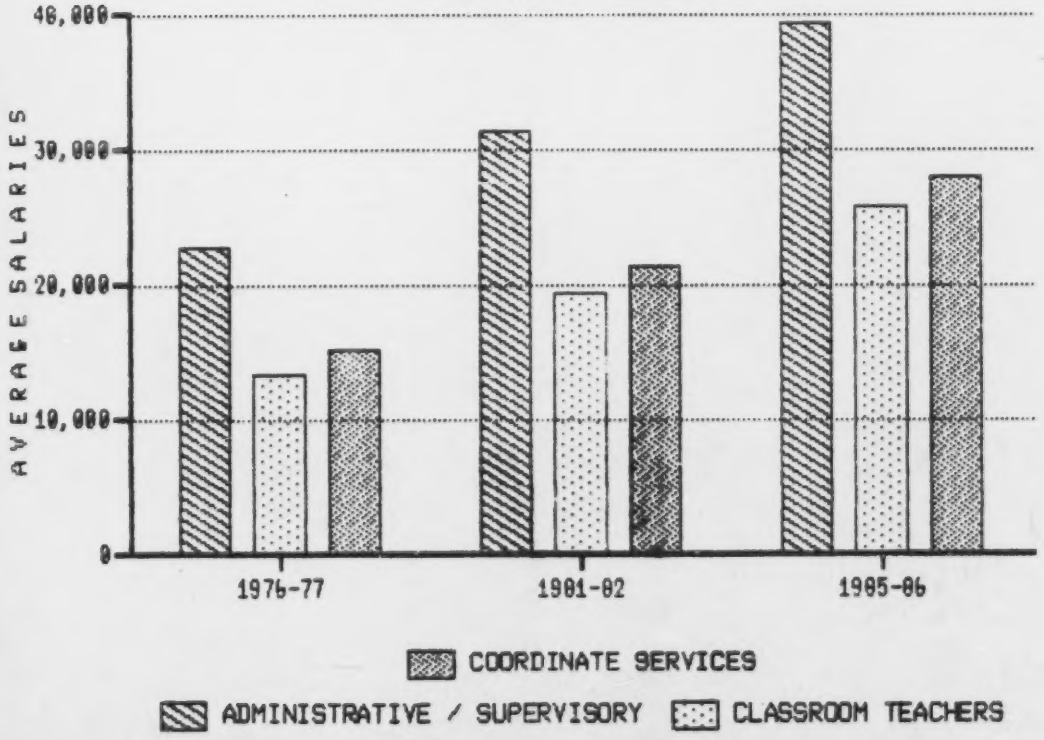

TABLE 8

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY AVERAGE SALARY, AVERAGE LEVEL OF EDUCATION, AND AVERAGE YEARS OF SERVICE BY CERTIFICATED ASSIGNMENT, 1985-86

	PERSONNEL		AVERAGE LEVEL OF EDUCATION		AVERAGE YEARS OF SERVICE		AVERAGE SALARY	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ELEMENTARY PRINCIPAL	1 198	268	6.76	7.11	24.13	21.80	38 775	38 341
ASST OR VICE ELEM PRINCIPAL	44	16	6.73	6.56	19.18	17.56	34 193	32 232
SECONDARY PRINCIPAL	1 029	62	6.82	7.00	24.19	22.08	40 330	40 248
ASST OR VICE SECN PRINCIPAL	526	57	6.67	6.53	21.12	18.12	36 277	35 188
MIDDLE SCHOOL PRINCIPAL	137	12	6.85	7.25	23.05	18.33	39 403	39 584
ASST OR VICE MID SCHL PRNCPL	96	19	6.73	6.95	19.77	20.21	34 510	36 009
DIRECTOR OF ATHLETICS	30		5.73		22.37		31 445	
SUPERINTENDENT	464	24	8.28	7.92	25.89	23.63	50 492	47 195
ACTING SUPERINTENDENT	7		6.86		24.71		30 813	
SUBSTITUTE SUPERINTENDENT	4		7.50		28.25		44 975	
ASSISTANT SUPERINTENDENT	154	10	8.01	7.90	23.46	24.60	45 753	47 253
ACTING ASST SUPERINTENDENT	2	1	5.50	6.00	19.00	8.00	41 501	26 000
I U EXECUTIVE DIRECTOR	28		8.21		27.68		53 799	
I U ASST EXECUTIVE DIRECTOR	29	2	8.14	8.50	24.93	20.50	46 978	39 191
I U PROGRAM SPECIALIST	39	40	6.59	6.30	19.64	14.43	35 381	29 699
SCHOOL PROGRAM SPECIALIST	157	88	5.92	5.67	18.37	13.16	28 348	25 010
GIFTED CLSS, TUT/RES, ALL GRDS	12	40	6.00	5.48	14.33	12.48	25 547	23 615
GIFTED CLSS, TUT/RES, SCNDRY	30	37	5.77	5.86	16.90	13.11	26 962	25 039
SUPERVISOR, GIFTED PROGRAMS	4	3	6.00	6.33	19.00	11.33	30 589	25 830
ALTERNATE EDUCATION PROGRAM	51	18	5.51	5.33	11.47	6.06	21 970	18 382
AGRICULTURE	228	26	5.66	5.15	14.91	3.85	25 547	18 095
SUPVR AGRICULTURE	2	1	7.50	5.00	26.00	3.00	35 377	15 235
ART, ELEMENTARY	99	342	5.39	5.32	16.16	13.36	25 886	23 623
ART, SECONDARY	253	280	5.53	5.39	18.56	13.80	26 845	24 423
ART	599	986	5.64	5.50	17.43	13.70	26 631	25 197
TEACH/SUPV ART ANY ELEM SCH								
TEACH & SUP ART ANY SEC SCH	2	2	5.00	6.50	28.50	24.50	28 652	40 056
SUPVR ART	33	31	6.58	6.52	26.64	21.84	34 115	31 159
OTHER BUS/COMM SUBJECTS	136	205	5.75	5.54	19.43	14.82	27 286	25 103
ACCOUNTING/BOOKKEEPING	284	174	5.86	5.44	19.52	14.83	27 584	23 905
SUPVR BUSINESS EDUCATION	13	6	6.69	6.83	24.15	25.00	36 771	33 229
DATA PROCESSING	60	48	5.13	5.27	14.60	10.54	26 130	22 953
MARKETING/SALES	32	19	6.78	5.58	17.44	11.32	31 387	24 413
SCRTRL, SHRTHND, OFFC PRCTC	41	350	5.78	5.56	20.93	16.07	27 849	25 766
TYPEWRITING	267	593	5.78	5.53	19.15	15.23	27 304	25 369
DISTRIBUTIVE EDUCATION	67	53	6.13	5.62	17.21	9.94	28 384	23 249
ASST TO SUPT CHRG INSTRUCT	38	5	7.47	8.40	24.97	22.60	45 351	40 368
ASST TO SUPT CHRG BUS AFFRS	42	3	6.43	5.67	23.60	11.33	41 816	27 253
SUPVR SCHOOL GUIDANCE SERV	32	11	6.63	7.27	26.34	24.18	36 635	36 467
INSTRUCTIONAL MEDIA SPEC	69	15	6.49	6.67	19.41	16.93	31 561	33 380
COORDINATOR, AV MATERIALS	7		6.29		23.86		31 911	
SUPVR INSTRUCTIONAL MEDIA	9	3	6.89	5.67	23.22	12.67	36 997	22 239
DENTAL HYGIENIST		72		5.57		15.33		25 433
GUIDANCE COUNSELOR, ELMNTRY	236	451	6.42	6.51	18.70	14.10	28 599	27 395
GUIDANCE COUNSELOR, SCNDRY	1 015	719	6.46	6.43	22.07	17.18	30 177	28 255
GUIDANCE COUNSELOR, MID SCHL	130	94	6.50	6.20	22.92	17.86	31 047	27 378

TABLE 8

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY AVERAGE SALARY, AVERAGE LEVEL OF EDUCATION, AND AVERAGE YEARS OF SERVICE BY CERTIFICATED ASSIGNMENT, 1985-86

	PERSONNEL		AVERAGE LEVEL OF EDUCATION		AVERAGE YEARS OF SERVICE		AVERAGE SALARY	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HOME AND SCHOOL VISITOR	109	167	5.86	5.75	20.75	16.89	29 760	28 597
SUPVR SCHOOL SOCIAL SERVICES	2		8.50		23.00		40 024	
MGR SCHOOL FOOD SERVICES	3	13	5.00	5.08	18.33	14.62	20 574	26 043
NUTRITION PROGRAM SPECIALIST	2	7	5.00	5.43	17.00	18.14	34 820	27 595
OCCUPATIONAL THERAPY		9		5.00		6.00		20 472
SCHOOL PSYCHOLOGIST	326	263	7.05	7.02	14.86	12.02	32 371	29 845
SUPVR SCH PSYCHOLOGICAL SERV	15	4	8.00	6.75	19.40	23.00	41 256	44 158
PSYCHOLOGICAL EXAMINER	7	3	7.14	7.00	21.43	17.33	37 333	31 898
PHYSICAL THERAPY	2	10	6.50	5.00	6.50	14.30	21 232	23 486
SCHOOL NURSE	3	1 622	5.67	5.28	11.67	14.63	28 953	25 146
SUPVR SCHOOL HEALTH SERV		6		5.83		16.83		28 615
TRADE AND INDUSTRIAL	8	2	4.75	7.00	13.50	19.00	28 013	28 318
AIR CONDITNING/REFRIGRTION	15		3.47		11.20		26 045	
AUTOMOTIVE MACHINIST	2		3.00		15.50		31 812	
APPLIANCE REPAIR	22		2.86		10.82		25 371	
AUTO PARTS COUNTERMAN								
AUTOMOTIVE BODY AND FENDER	94	1	3.48	5.00	11.23	3.00	25 353	20 955
AUTOMOTIVE MAINTENANCE	2		4.00		24.00		26 891	
AUTOMOTIVE MECHANICS	182	2	3.96	5.00	13.51	6.50	27 509	18 664
AUTOMOTIVE TECHNOLOGY	1		5.00		25.00		32 125	
BAKER	17		4.71		9.47		27 758	
AIR CONDITIONING	12		3.17		7.67		24 002	
BARBERING								
HORTICULTURE FLORICULTURE	16	3	4.94	4.33	12.75	7.67	24 440	22 664
BUILDING TRADES MAINTENANCE	59	1	3.97	6.00	10.75	17.00	23 771	30 806
BUILDING CONSTRUCTION TRADES	14		4.36		13.07		23 494	
BUSINESS MACHINE MAINTNNCE	2		5.50		16.00		23 516	
VENDING MACHINE REPAIR	2		1.00		11.00		26 552	
CARPENTRY	123	1	4.00	6.00	13.09	4.00	25 967	25 820
CERAMICS VOCATIONAL	2		6.00		12.50		27 816	
COMMERCIAL ART	34	9	4.35	5.22	13.32	9.78	27 047	28 074
COMMERCIAL PHOTOGRAPHY	1		5.00		6.00		20 415	
COOK/CHEF	20	2	4.30	6.00	13.45	16.00	28 623	25 024
CONSUMER SERVICES	1	2	8.00	5.50	21.00	12.00	37 689	31 057
COSMETOLOGY	18	129	3.50	3.47	13.39	10.47	29 129	23 553
REFRIGERATION		1		1.00		3.00		28 108
DIESEL MECHANIC	22		2.91		8.36		22 701	
AGRICULTURAL MECHANICS	8		4.50		11.50		25 904	
DRAFTING	68	2	5.18	6.00	17.21	15.50	27 306	25 228
AUTOMOTIVE SPECIALIST	3		2.67		16.67		26 746	
DRESSMAKING		2		6.50		9.00		34 331
ELECTRONICS	57		4.49		14.33		28 187	
ELECTRICAL, CONSTRCTN/MNT	41		4.02		11.54		25 924	
DRAFTING - ARCHITECTURAL	5		4.40		19.00		25 890	
ELECTRICAL, GENERAL	9		4.11		9.22		25 264	
DRAFTING - MECHANICAL	9		4.33		14.56		25 051	

TABLE 8

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY AVERAGE SALARY, AVERAGE LEVEL OF EDUCATION, AND AVERAGE YEARS OF SERVICE BY CERTIFICATED ASSIGNMENT, 1985-86

	PERSONNEL		AVERAGE LEVEL OF EDUCATION		AVERAGE YEARS OF SERVICE		AVERAGE SALARY	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ELECTRIAL, INDUSTRIAL	72		4.41		11.45		28 369	
PETROLEUM PRODUCTION	2		4.00		5.50		18 723	
FABRIC MAINT SERVICES	3		5.33		12.33		33 617	
FURNITURE FINISHER/REFINISHR	1		1.00		11.00		28 108	
FOUNDRY	2		1.50		9.00		23 892	
HEATING	9		4.00		7.11		22 091	
INSTRMNTS MAINT & REPAIR								
HYDRAULICS								
MACHINE SHOP	112		4.18		14.96		27 000	
HEAVY EQUIP CONSTRUCTION	4		3.50		13.25		22 527	
MASONRY/BRICKLAYING	16		4.00		12.13		27 823	
MATERIAL HANDLING	8		4.00		11.25		26 995	
MILLWORK & CABINET MAKING	30		4.37		14.37		27 280	
LAW ENFORCEMENT	3		5.33		8.00		26 644	
PAINTING AND DECORATING	7		3.00		10.43		23 136	
INTERIOR DECORATING	1	2	3.00	4.00	16.00	10.00		20 314
PATTERNMAKING	2		4.00		18.00		28 745	
METAL FABRICATION	5		5.20		12.60		25 720	
PLASTICS								
MASONRY	32		3.28		12.28		25 196	
PLUMBING	39		3.67		8.85		24 937	
BRICK MASONRY	7		1.86		7.29		24 826	
PRINTING	35	2	4.43	3.00	15.77	13.00	29 568	25 235
MEAT CUTTING	5		2.40		8.80		26 052	
QUANTITY FOODS	28	17	3.71	4.18	10.25	9.59	23 844	21 734
RESTAURANT PRACTICE	12	6	4.75	5.17	14.75	11.83	27 851	22 507
RADIO/TELEVISION	18		4.11		15.28		29 126	
SEWING	1	3	5.00	5.33	18.00	13.67	28 108	23 600
SHEET METAL	18		3.89		12.39		27 877	
OCCUPATIONS - RETARDED YOUTH	9	3	5.56	5.00	16.22	11.33	23 995	20 857
SHOE MANUFACTURING/REPAIR	2		6.50		20.50		31 220	
POWER MECHANICS OCCUPATIONS	10		5.40		12.90		22 188	
SMALL ENGINE REPAIR	22		4.32		9.73		23 032	
MAINTENANCE MECHANICS	1		4.00		21.00		28 380	
TAILORING	7	1	6.14	8.00	18.57	15.00	33 442	34 331
POWER SEWING		10		4.70		12.60		31 203
TEXTILE PRODUCTN/FABRICATN	4	9	4.75	3.67	13.50	13.89	27 607	23 933
METALWORKING OCCUPATIONS	3		3.00		6.33		22 095	
TOOL AND DIE MAKING	4		3.75		17.75		28 369	
FLOOR COVERING INSTALLATION								
UPHOLSTERING	7		4.57		17.14		29 738	
GRAPHIC OCCUPATIONS	4		2.50		11.25		26 116	
WAITER/WAITRESS	2	1	7.00	6.00	8.50	16.00	34 331	27 350
WAREHOUSING	17	2	5.18	5.50	10.24	16.50	28 652	24 281
WELDING	68	1	3.59	1.00	9.72	2.00	24 533	17 428
RESEARCH LABORATORY ASSIST								

TABLE 8

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	PERSONNEL		AVERAGE LEVEL OF EDUCATION		AVERAGE YEARS OF SERVICE		AVERAGE SALARY	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
PHOTOGRAMMETRY	2		5.00		7.00		20 614	
MASONRY OCCUPATIONS	4		4.75		6.75		19 115	
MILITARY SCIENCE (ROTC)	5		5.80		6.40		29 878	
AUTO-DIESEL MECHANIC	8		4.13		15.25		23 976	
BLUE PRINT READING	3		5.67		15.00		24 311	
HOTEL/MOTEL MANAGEMENT	1	1	1.00	5.00	5.00	9.00	21 634	24 150
GRAPHIC ARTS	33	5	4.06	4.60	11.76	8.20	24 941	23 947
ELECTRICAL OCCUPATIONS	22		3.55		10.23		22 858	
IND. PROD. AND MAINT.	7		5.00		11.14		26 426	
ELECTRONIC COMPOSITION								
DRAPERY & SLIP COVER								
ELEC POWER & COMM LINEPERSON	1		1.00		5.00		21 100	
LUMBERING	1		5.00		5.00		24 667	
SUPR OF VOCATIONAL EDUC	11		6.00		21.73		35 344	
RELATED SUBJECTS	6	1	4.83	5.00	7.33	5.00	19 587	18 660
CHEMICAL TECHNOLOGY	5		6.40		12.80		31 740	
CIVIL TECHNOLOGY	3		3.33		15.67		32 739	
ENGINEERING RELATED TECH	2		5.50		6.50		23 876	
ARCHITECTURAL-DESIGN TECH	4		4.50		16.50		32 533	
MECHANICAL DESIGN TECHNOLOGY	9	2	5.22	5.50	12.56	22.50	28 132	26 728
ELECTRICAL TECHNOLOGY	3		4.00		12.33		25 925	
ELECTRO-MECHANICAL TECH	4		3.00		3.25		23 14▲	
ELECTRONICS COMMUNICATIONS	2		5.50		13.00		29 405	
ELECTRONICS TECHNOLOGY	25	1	4.40	5.00	13.12	1.00	26 025	28 108
INDUSTRIAL TECHNOLOGY								
ENVIRONMENTAL CONTROL TECH	1		5.00		19.00		35 105	
FLORACULTURE								
INSTRUMENTATION TECHNOLOGY	3		6.33		24.00		32 058	
OPTICS	1		1.00		25.00		28 108	
MECHANICAL TECHNOLOGY								
METALLURGICAL TECHNOLOGY	1		4.00		4.00		25 032	
NUCLEAR TECHNOLOGY	1		5.00		24.00		30 358	
COMPUTER TECHNOLOGY	56	25	5.20	5.24	15.32	11.56	26 735	23 526
TOOL AND DIE DESIGN TECH	1		3.00		22.00		25 672	
DENTAL ASSISTANT	1	14	5.00	4.29	7.00	9.29	25 100	23 920
HEALTH ASSISTANT		76		4.53		9.13		23 428
DENTAL LABRTORY TECHNICIAN	1		3.00		6.00		23 243	
ENV. HEALTH ASSIST.		1		5.00		17.00		31 451
HOSPITAL FOOD SERV	1		3.00		7.00		26 050	
MEDICAL ASSISTANT		16		4.69		11.88		25 473
MEDICAL LABRTORY ASSISTANT	1	3	6.00	7.00	14.00	8.67	35 105	30 766
MEDICAL X-RAY TECHNICIAN								
NURSES AIDE		11		6.91		11.55		32 351
OCCUPATNAL THERPY ASSISTNT		2		3.00		6.50		18 700
PHYSICAL THERAPY ASSISTANT								
PRACTICAL NURSING		35		5.09		8.71		23 308

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	PERSONNEL		AVERAGE LEVEL OF EDUCATION		AVERAGE YEARS OF SERVICE		AVERAGE SALARY	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COORDINATOR PRAC NURSING		11		5.91		13.91		30 051
SURGICAL (OPER RM) TECHNCN								
AGR POWER & MACHINERY								
VOCATIONAL ADMIN DIRECTOR	78	5	6.95	7.20	23.03	18.80	41 417	39 531
ASST VOCATIONAL DIRECTOR	21	1	6.57	9.00	18.95	14.00	34 826	33 070
SUPVR DISTRIBUTIVE ED	3		5.33		23.33		35 946	
SUPVR TRADE-INDUSTRIAL ED	17		6.47		22.76		35 743	
COOPERATIVE EDUCATION	170	44	5.81	5.86	18.80	14.52	30 065	27 673
AERONAUTICAL TECHNOLOGY								
AIRFRAME								
AIRCRAFT MAINTENANCE								
AIRCRAFT ENGINE MECHANIC	1		4.00		7.00		14 679	
AUDIO-VISUAL COMM TECH	17		4.82		16.41		27 917	
SUPVR COOPERATIVE EDUCATION	3		7.33		18.00		34 240	
CUSTODIAL SERVICES	4		3.75		14.00		30 007	
MINE EQUIPMENT MAINTENANCE	2		3.50		7.00		25 240	
ORNAMENTAL HORTICULTURE	6	2	5.50	5.00	14.00	6.00	26 445	19 250
VOCATIONAL INSTRUCTION	42	14	4.43	5.21	14.10	8.57	24 237	20 053
SUPVR COMP VOC EDUCATION	14	3	6.00	5.67	19.21	16.67	36 137	31 240
EDUCNL PROGRAM SPECIALIST	26	25	6.38	5.60	17.08	11.08	29 329	23 136
ELEMENTARY	6 587	25 362	5.78	5.53	16.59	15.51	26 541	25 503
GIFTED CLASSES, ELEMENTARY	55	262	6.02	5.85	16.73	14.15	27 513	25 351
SUPVR ELEMENTARY EDUCATION	39	33	6.92	7.21	24.79	23.06	41 900	38 615
SUPVR SECONDARY EDUCATION	10	5	6.80	6.40	25.80	14.00	44 893	26 547
SUPVR EARLY CHILDHOOD	1	3	9.00	6.33	12.00	16.00	34 630	29 532
EARLY CHILDHOOD	18	788	5.50	5.37	10.11	13.59	22 627	23 981
SUPVR CURRICULUM & INST	76	19	7.64	7.42	24.59	19.11	41 437	38 351
SUPVR PUPIL PERSONNEL SERV	79	14	7.23	7.64	25.48	23.86	41 742	39 525
CRDNTR, SPCLLY FNDD PROGRAMS	27	20	7.11	6.20	26.04	14.85	37 551	27 478
GENERAL ENGLISH/COMMUNICATION	1 674	2 809	5.69	5.52	18.23	14.86	27 282	24 914
SUPVR ENGLISH/COMMUNICATION	15	30	7.07	6.97	23.40	24.57	37 695	36 915
DRAMA	8	14	5.88	5.57	16.50	16.29	27 634	26 326
JOURNALISM	6	16	5.83	5.56	18.50	15.88	25 611	26 231
SPEECH	15	33	5.67	5.61	20.07	17.61	28 217	26 149
ARABIC								
GREEK								
HEBREW	1	3	8.00	5.67	25.00	7.33	34 331	28 043
KOREAN								
LATIN	72	87	6.25	5.79	17.96	14.75	29 255	25 512
SANSKRIT								
CHINESE								
FRENCH	171	604	6.21	5.65	18.59	14.39	28 345	25 350
FRENCH, ELEMENTARY								
SUPVR FOREIGN LANGUAGES	7	6	7.57	6.17	23.71	28.00	38 574	34 363
GERMAN	160	217	5.86	5.67	18.04	14.03	28 509	24 812
GERMAN, ELEMENTARY								

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	PERSONNEL		AVERAGE LEVEL OF EDUCATION		AVERAGE YEARS OF SERVICE		AVERAGE SALARY	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ITALIAN	7	13	6.57	5.46	17.29	13.08	29 489	26 783
JAPANESE		1		6.00		11.00		31 828
LITHUANIAN								
POLISH								
PORTUGUESE								
RUMANIAN								
RUSSIAN	3	3	6.67	6.33	26.67	14.00	31 153	26 803
SPANISH	337	840	5.96	5.69	18.06	13.75	28 308	25 379
SPANISH, ELEMENTARY	1	2	7.00	5.00	8.00	7.50	34 331	17 140
UKRAINIAN								
VIETNAMESE								
ENGLISH AS SEC LNGG, SCNDRY	12	36	5.75	5.67	10.50	10.11	23 442	22 122
ENGLISH AS SEC LNGG, ELMNTRY	2	33	6.00	5.55	10.00	11.27	24 659	21 925
HEALTH AND PE, ELEMENTARY	278	176	5.47	5.39	16.36	13.33	26 521	24 613
HEALTH AND PE, SECONDARY	633	535	5.53	5.32	18.25	14.07	27 189	24 362
HEALTH & PHYSICAL EDUC	1 832	1 308	5.70	5.45	17.07	14.47	27 678	25 577
HEALTH	178	87	5.52	5.37	17.46	15.24	25 875	24 936
TCH/SUPV HLTH & PE ELEM SCH	1	1	6.00	6.00	31.00	28.00	32 762	29 589
TCH/SUPV HLTH & PE SEC SCH	8	2	6.63	6.00	26.25	31.00	35 621	30 625
SUPVR HEALTH AND PHYS ED	101	32	6.58	5.94	26.40	23.72	34 191	31 774
SUPV PHYSICAL EDUCATION	6	2	5.50	5.00	21.00	19.00	27 160	23 621
PHYSICAL EDUCATION	202	148	5.46	5.34	17.42	16.36	25 417	24 405
ENVIRONMENTAL EDUCATION	26	21	5.69	5.24	16.46	14.76	28 070	26 154
SUPERVISOR HEALTH								
INITIAL DR ED AIDE (PUB SCH)								
PERM DR ED AIDE (PUB SCH)								
DR TRAINING INSTR (PVT SCH)								
SUPVR/DIR (PVT DRIVER SCH)								
DRIVER EDUCATION	384	14	5.48	5.14	21.24	12.64	26 569	22 935
SAFETY EDUCATION	15	1	5.80	5.00	24.53	31.00	28 992	25 445
HOME ECONOMICS	5	1 903	5.80	5.38	16.20	14.27	27 472	24 381
SUPVR HOME ECONOMICS		7		6.29		22.71		31 518
I.A. GENERAL SHOP	1 569	12	5.53	5.08	16.84	9.92	26 405	22 692
I.A. DRAWING UNIT SHOP	131	1	5.59	6.00	18.27	28.00	26 734	25 830
I.A. ART CRAFTS UNIT SHOP	1		5.00		13.00		24 105	
SUPVR INDUSTRIAL ARTS	19		6.00		23.79		34 979	
I.A. ELECTRICITY UNIT SHOP	53	1	5.57	5.00	17.83	22.00	27 172	28 108
I.A. AUTOMOTIVES UNIT SHOP	17		5.71		15.00		26 064	
I.A. GRAPHIC ARTS UNIT SHOP	89	1	5.64	5.00	16.39	34.00	25 917	35 186
I.A. CERAMICS UNIT SHOP	2		6.00		22.00		32 792	
I.A. METAL UNIT SHOP	179	2	5.49	5.50	17.21	24.00	26 197	29 308
I.A. PLASTICS UNIT SHOP	4		5.25		16.75		23 957	
I.A. WOOD UNIT SHOP	269	2	5.46	5.50	19.10	11.50	26 486	25 043
I.A. TEXTILES UNIT SHOP								
I.A. PRINTING UNIT SHOP	13		5.46		19.31		27 384	
LIBRARY SCIENCE, ELEMENTARY	41	579	6.07	5.68	17.51	14.73	28 180	25 103

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	PERSONNEL		AVERAGE LEVEL OF EDUCATION		AVERAGE YEARS OF SERVICE		AVERAGE SALARY	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SUPVR LIBRARY SCIENCE	5	12	6.60	7.00	20.20	22.50	34 422	36 068
LIBRARY SCIENCE (K-12)	208	1 191	6.00	5.83	19.29	15.72	27 932	25 737
MATHEMATICS	3 971	2 339	5.82	5.61	18.33	13.35	27 714	24 653
SUPVR MATHEMATICS	41	14	6.83	6.79	24.12	25.71	36 895	33 230
MUSIC, ELEMENTARY	224	413	5.69	5.36	18.64	14.71	27 431	24 019
MUSIC, SECONDARY	356	186	5.66	5.38	15.74	12.88	25 454	22 698
MUSIC	1 369	1 109	5.64	5.46	16.60	14.26	25 984	24 674
INSTRUMENTAL MUSIC	1		6.00		13.00		27 700	
VOCAL MUSIC								
TCH/SUPV MUSIC ANY ELEM SCH		2		5.00		21.00		23 902
TEACH & SUP MUSIC ANY SEC SC	3	1	6.00	6.00	27.00	23.00	28 627	36 248
SUPVR MUSIC	64	28	6.33	6.00	25.58	22.93	32 889	32 535
DEVMTL READING CLASSES	209	627	5.87	5.78	16.35	13.99	26 284	24 200
SUPVR READING	31	96	7.35	6.79	22.00	21.00	35 097	31 024
DGNSTC/PRESCRIPTIVE READING	444	2 600	6.27	6.11	15.27	13.81	26 760	25 492
DIRECTOR OF REC..ZATION	2		6.50		34.00		39 957	
ARBORETUM AVIARY, GREENHOUSE		3		6.33		10.00		22 220
PLANETARIUM, MTRLGCL STATION	16		6.56		20.44		30 169	
BIOLOGY	1 157	395	5.92	5.72	18.84	13.23	28 038	25 203
SUPVR SCIENCE	34	6	7.38	6.83	24.68	23.83	37 332	36 110
CHEMISTRY	629	188	6.03	5.82	19.22	14.54	28 178	25 611
EARTH AND SPACE SCIENCE	460	84	5.74	5.52	17.10	13.98	25 978	24 129
EARTH AND SPACE SCIENCE, INTMDT	21	3	5.48	5.33	15.86	8.67	24 595	21 964
GENERAL SCIENCE	1 456	482	5.79	5.55	18.01	13.85	27 443	24 782
PHYSICS	368	47	6.05	5.55	18.40	11.77	28 198	23 330
SCIENCE, INTRDSCPLNRY, ADVNCD	15	4	5.67	5.25	20.40	17.25	27 695	30 065
ANTHROPOLOGY	7	1	6.00	5.00	19.14	21.00	27 951	27 860
SUPVR SOCIAL STUDIES	29	7	6.86	7.29	24.45	21.14	38 667	33 446
ECONOMICS	85	7	5.68	5.14	21.62	21.29	28 491	25 984
GEOGRAPHY	240	37	5.61	5.49	20.75	16.73	27 081	24 635
GOVERNMENT	118	14	5.79	5.50	20.27	17.93	27 163	25 822
HISTORY	1 017	170	5.73	5.76	19.56	17.82	27 850	27 756
PSYCHOLOGY, SCL OR BHVRL SCNC	58	24	6.24	5.96	20.83	17.96	29 788	27 570
PSYCHOLOGIST, ITRDSCPLNRY SCNC	1		8.00		29.00		38 745	
ROTC INSTRUCTOR	11		4.55		8.91		24 654	
PHILOSOPHY	1	1	6.00	5.00	30.00	14.00	31 961	34 410
SOCIAL STUDIES	3 696	766	5.77	5.66	19.33	15.90	27 657	26 133
SOCIOLOGY	35	2	5.63	5.00	19.00	15.50	28 554	22 240
HEARING IMPAIRED	38	276	6.05	5.89	16.16	11.86	26 967	24 314
SUPVR SPECIAL EDUCATION	204	122	6.77	6.66	19.30	17.29	36 640	35 076
MENT AND/OR PHYS HNDCPPD LRNNG DSBLD	1 594	5 524	5.68	5.51	13.04	8.88	25 112	21 987
LEARNING DISABLED								
SPEECH CORRECTION	190	1 269	5.80	5.68	17.10	10.84	26 943	23 133
VISUALLY IMPAIRED	37	140	5.97	5.85	15.16	10.64	26 762	24 289
SOCIAL RESTORATION	15	7	5.53	5.43	13.20	6.29	24 312	20 057
OTHER	5 175	6 790	6.04	5.73	18.44	13.98	30 212	26 465

TABLE 8

DISTRIBUTION OF PROFESSIONAL PERSONNEL BY AVERAGE SALARY, AVERAGE LEVEL OF EDUCATION, AND AVERAGE YEARS OF SERVICE BY CERTIFICATED ASSIGNMENT, 1985-86

	PERSONNEL		AVERAGE LEVEL OF EDUCATION		AVERAGE YEARS OF SERVICE		AVERAGE SALARY	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TOTAL	49 362	68 877	5.88	5.61	18.23	14.30	28 777	25 287

TABLE 9

DISTRIBUTION OF WITHDRAWALS FROM THE PROFESSIONAL STAFF BY REASON FOR WITHDRAWAL BY CERTIFICATED ASSIGNMENT, 1985-86

ASSIGNMENT NAME	TRANSFERRED OTHER PA. UNIT	TRANSFERRED OUT OF STATE	TRANSFERRED TO PRIV. SCH.	TRANSFERRED TOTAL	REPL. REG. TEACH	FURL. LAID/ OFF	ATTEN COLL/ UNIV.	MARRY CHILD BIRTH	POS. PRIV. INDUS	SPOUS TRANS	RET. IRE- MENT	ILL. NESS	DEA- TH	OTHER	TOTAL	TOTAL WITHD- RAWALS
ELEMENTARY PRINCIPAL	18	2		20	2				1		63		3	9	78	98
ASST OR VICE ELEM PRINCIPAL	2			2				1			1				2	4
SECONDARY PRINCIPAL	6	4		10		1			1		37		4	2	45	55
ASST OR VICE SECN PRINCIPAL	17	1	1	19					2		13		1	2	18	37
MIDDLE SCHOOL PRINCIPAL	2			2					2		3				5	7
ASST OR VICE MID SCHL PRNCPL	2			2										1	1	3
DIRECTOR OF ATHLETICS											2				2	2
SUPERINTENDENT	15	2	1	18					1		19			10	30	48
ACTING SUPERINTENDENT		1		1							1				1	2
SUBSTITUTE SUPERINTENDENT																
ASSISTANT SUPERINTENDENT	4			4		2					4			2	8	12
ACTING ASST SUPERINTENDENT																
I U EXECUTIVE DIRECTOR											1		1		2	2
I U ASST EXECUTIVE DIRECTOR																
I U PROGRAM SPECIALIST	1	1		2				1	1				1	4	7	9
SCHOOL PROGRAM SPECIALIST		2		2				1			3				4	6
GIFTED CLSS, TUT/RES, ALL GRDS	1			1	1					1					2	3
GIFTED CLSS, TUT/RES, SCNDRY	1			1					1		1			1	3	4
SUPERVISOR, GIFTED PROGRAMS																
ALTERNATE EDUCATION PROGRAM	1			1	1						2				3	4
AGRICULTURE	5	2		7	2		2	1	3	1	2	1		7	19	26
SUPVR AGRICULTURE																
ART, ELEMENTARY	3			3	8	3	1	1	1		6			2	22	25
ART, SECONDARY	2	2		4	5	6		1			8	1		2	23	27
ART	7	2		9	15	7	2	10	8	9	29	2	4	29	115	124
TEACH/SUPV ART ANY ELEM SCH																
TEACH & SUP ART ANY SEC SCH																
SUPVR ART											7				7	7
OTHER BUS/COMM SUBJECTS					7	5		1	3	1	15		1	2	35	35
ACCOUNTING/BOOKKEEPING	1	1		2	2	3	2		2	1	13			6	29	31
SUPVR BUSINESS EDUCATION											1			1	2	2
DATA PROCESSING	1		1	2	1	3		1	1		2		1	2	11	13
MARKETING/SALES										1	2			1	4	4
SCRTRL, SHRTHND, OFFC PRCTC	1			1	7			3	2	2	7			2	23	24
TYPEWRITING	4		1	5	4	10		2	3	3	26	1		8	57	62
DISTRIBUTIVE EDUCATION		1		1	1	2			1		3		1	2	10	11
ASST TO SUPT CHRG INSTRUCT	1			1							4				4	5
ASST TO SUPT CHRG BUS AFFRS	2			2							1				1	3
SUPVR SCHOOL GUIDANCE SERV											2				2	2
INSTRUCTIONAL MEDIA SPEC	2			2				1			3		1	3	8	10
COORDINATOR, AV MATERIALS																
SUPVR INSTRUCTIONAL MEDIA																
DENTAL HYGIENIST						1		2	1		3			1	8	8
GUIDANCE COUNSELOR, ELMNTRY	8			9			1	4		2	18			10	35	43
GUIDANCE COUNSELOR, SCNDRY	15	2	2	19	8	4		2	5	3	52		6	14	94	113
GUIDANCE COUNSELOR, MID SCHL	1			1	1	1		1			4				7	8
HOME AND SCHOOL VISITOR	1			1		1					12			3	16	17
SUPVR SCHOOL SOCIAL SERVICES											1				1	1
MGR SCHOOL FOOD SERVICES											1			2	3	3

TABLE 9

DISTRIBUTION OF WITHDRAWALS FROM THE PROFESSIONAL STAFF BY REASON FOR WITHDRAWAL BY CERTIFICATED ASSIGNMENT, 1985-86

ASSIGNMENT NAME	TRANSFERRED OTHER PA. UNIT	TRANSFERRED OUT OF STATE	TRANSFERRED TO PRIV. SCH.	TRANSFERRED TOTAL	REPL. REG. TEACH	FURL. LAID/ OFF	ATTEN COLL/ UNIV.	MARRY CHILD BIRTH	POS. PRIV. INDUS	SPOUS TRANS	RET. IRE- MENT	ILL. NESS	DEA- TH	OTHER	TOTAL	TOTAL WITHD- RAWALS
NUTRITION PROGRAM SPECIALIST																
OCCUPATIONAL THERAPY									1						1	1
SCHOOL PSYCHOLOGIST	15	5	2	22	4			1		1	14		1	7	28	50
SUPVR SCH PSYCHOLOGICAL SERV														1	1	1
PSYCHOLOGICAL EXAMINER																
PHYSICAL THERAPY										1				1	2	2
SCHOOL NURSE	8	1		9	13	3		2	2	4	74	1	5	13	117	126
SUPVR SCHOOL HEALTH SERV																
TRADE AND INDUSTRIAL														2	2	2
AIR CONDITNING/REFRIGRTION											1		2		3	3
AUTOMOTIVE MACHINIST									1						1	1
APPLIANCE REPAIR						1			1		1			1	4	4
AUTO PARTS COUNTERMAN																
AUTOMOTIVE BODY AND FENDER	1	1		2	1	1			1		7		1		11	13
AUTOMOTIVE MAINTENANCE																
AUTOMOTIVE MECHANICS	3	1		4	1	6			4		6			2	19	23
AUTOMOTIVE TECHNOLOGY																
BAKER											1				1	1
AIR CONDITIONING																
BARBERING																
HORTICULTURE FLORICULTURE	1			1		1								1	2	3
BUILDING TRADES MAINTENANCE						1					1			1	3	3
BUILDING CONSTRUCTION TRADES																
BUSINESS MACHINE MAINTNNCE																
VENDING MACHINE REPAIR											1				1	1
CARPENTRY	1	1		2		2			1		4	1		2	10	12
CERAMICS VOCATIONAL																
COMMERCIAL ART						1			1		3				5	5
COMMERCIAL PHOTOGRAPHY																
COOK/CHEF											2			1	3	3
CONSUMER SERVICES																
COSMETOLOGY	1			1	1	2					4				7	8
REFRIGERATION																
DIESEL MECHANIC									2		1		1		4	4
AGRICULTURAL MECHANICS																
DRAFTING						1					1			1	3	3
AUTOMOTIVE SPECIALIST																
DRESSMAKING											1				1	1
ELECTRONICS	1			1	1						4			1	6	7
ELECTRICAL, CONSTRCTN/MNT									2		1		1		4	4
DRAFTING - ARCHITECTURAL																
ELECTRICAL, GENERAL					1						1				2	2
DRAFTING - MECHANICAL																
ELECTRIAL, INDUSTRIAL						1			1		1				3	3
PETROLEUM PRODUCTION																
FABRIC MAINT SERVICES																
FURNITURE FINISHER/REFINISHR																
FOUNDRY																
HEATING	1			1	1									1	2	3

TABLE 9

DISTRIBUTION OF WITHDRAWALS FROM THE PROFESSIONAL STAFF BY REASON FOR WITHDRAWAL BY CERTIFICATED ASSIGNMENT, 1985-86

ASSIGNMENT NAME	TRANSFERRED OTHER PA. UNIT	TRANSFERRED OUT OF STATE	TRANSFERRED TO PRIV. SCH.	TRANSFERRED TOTAL	REPL. REG. TEACH	FURL. LAID/ OFF	ATTEN COLL/ UNIV.	MARRY CHILD BIRTH	POS. PRIV. INDUS	SPOUS TRANS	RET. IRE- MENT	ILL. NESS	DEA- TH	OTHER	TOTAL	TOTAL WITHD- RAWALS
INSTRMNTS MAINT & REPAIR																
HYDRAULICS																
MACHINE SHOP		1		1		1			2		3			2	8	9
HEAVY EQUIP CONSTRUCTION																
MASONRY/BRICKLAYING											1				1	1
MATERIAL HANDLING																
MILLWORK & CABINET MAKING	1			1							1			1	2	3
LAW ENFORCEMENT																
PAINTING AND DECORATING					1				1					1	3	3
INTERIOR DECORATING																
PATTERNMAKING																
METAL FABRICATION	1			1	1	1									2	3
PLASTICS																
MASONRY						2					1	1			4	4
PLUMBING		1		1	1						3			1	5	6
BRICK MASONRY									1						1	1
PRINTING									2		1				3	3
MEAT CUTTING																
QUANTITY FOODS					1	1					1			1	4	4
RESTAURANT PRACTICE									1		1				2	2
RADIO/TELEVISION	1			1							1				1	2
SEWING											1				1	1
SHEET METAL						1					3				4	4
OCCUPATIONS - RETARDED YOUTH																
SHOE MANUFACTURING/REPAIR																
POWER MECHANICS OCCUPATIONS																
SMALL ENGINE REPAIR														1	1	1
MAINTENANCE MECHANICS																
TAILORING											1				1	1
POWER SEWING																
TEXTILE PRODUCTN/FABRICATN																
METALWORKING OCCUPATIONS						1					1				2	2
TOOL AND DIE MAKING											1				1	1
FLOOR COVERING INSTALLATION																
UPHOLSTERING											1				1	1
GRAPHIC OCCUPATIONS						1									1	1
WAITER/WAITRESS																
WAREHOUSING											1			2	3	3
WELDING						3	1		3			1	2	1	11	11
RESEARCH LABORATORY ASSIST																
PHOTOGRAMMETRY																
MASONRY OCCUPATIONS									1		1				2	2
MILITARY SCIENCE (ROTC)																
AUTO-DIESEL MECHANIC																
BLUE PRINT READING									1						1	1
HOTEL/MOTEL MANAGEMENT			1	1								1			1	2
GRAPHIC ARTS											1			1	2	2
ELECTRICAL OCCUPATIONS													1	1	2	2
IND. PROD. AND MAINT.						1			1			1			3	3

TABLE 9

DISTRIBUTION OF WITHDRAWALS FROM THE PROFESSIONAL STAFF BY REASON FOR WITHDRAWAL BY CERTIFICATED ASSIGNMENT, 1985-86

ASSIGNMENT NAME	TRANSFERRED OTHER PA. UNIT	TRANSFERRED OUT OF STATE	TRANSFERRED TO PRIV. SCH.	TRANSFERRED TOTAL	REPL. REG. TEACH	FURL. LAID/ OFF	ATTEN COLL/ UNIV.	MARRY CHILD BIRTH	POS. PRIV. INDUS	SPOUS TRANS	RET. IRE- MENT	ILL. NESS	DEA- TH	OTHER	TOTAL	TOTAL WITHD- RAWALS
ELECTRONIC COMPOSITION																
DRAPERY & SLIP COVER																
ELEC POWER & COMM LINEPERSON																
LUMBERING																
SUPR OF VOCATIONAL EDUC											1				1	1
RELATED SUBJECTS	1			1												1
CHEMICAL TECHNOLOGY																
CIVIL TECHNOLOGY	1			1										1	1	2
ENGINEERING RELATED TECH																
ARCHITECTURAL-DESIGN TECH									1						1	1
MECHANICAL DESIGN TECHNOLOGY														1	1	1
ELECTRICAL TECHNOLOGY							1								1	1
ELECTRO-MECHANICAL TECH																
ELECTRONICS COMMUNICATIONS																
ELECTRONICS TECHNOLOGY	1			1					1		2			1	4	5
INDUSTRIAL TECHNOLOGY																
ENVIRONMENTAL CONTROL TECH																
FLORACULTURE																
INSTRUMENTATION TECHNOLOGY						1									1	1
OPTICS																
MECHANICAL TECHNOLOGY																
METALLURGICAL TECHNOLOGY																
NUCLEAR TECHNOLOGY																
COMPUTER TECHNOLOGY	3		1	4				1	2		1			2	6	10
TOOL AND DIE DESIGN TECH																
DENTAL ASSISTANT						1					1				2	2
HEALTH ASSISTANT									1				1	1	3	3
DENTAL LABRTORY TECHNICIAN																
ENV. HEALTH ASSIST.																
HOSPITAL FOOD SERV																
MEDICAL ASSISTANT					1						1				2	2
MEDICAL LABRTORY ASSISTANT																
MEDICAL X-RAY TECHNICIAN																
NURSES AIDE																
OCCUPATNAL THERPY ASSISTNT																
PHYSICAL THERAPY ASSISTANT																
PRACTICAL NURSING						2		1	1		1			2	7	7
COORDINATOR PRAC NURSING																
SURGICAL (OPER RM) TECHNCN																
AGR POWER & MACHINERY																
VOCATIONAL ADMIN DIRECTOR	3	1		4					1	1	7				9	13
ASST VOCATIONAL DIRECTOR	4			4												4
SUPVR DISTRIBUTIVE ED						1									1	1
SUPVR TRADE-INDUSTRIAL ED											2			1	3	3
COOPERATIVE EDUCATION	1			1		1		1			7		2	1	12	13
AERONAUTICAL TECHNOLOGY																
AIRFRAME																
AIRCRAFT MAINTENANCE																
AIRCRAFT ENGINE MECHANIC																

TABLE 9

DISTRIBUTION OF WITHDRAWALS FROM THE PROFESSIONAL STAFF BY REASON FOR WITHDRAWAL BY CERTIFICATED ASSIGNMENT, 1985-86

ASSIGNMENT NAME	TRANSFERRED OTHER PA. UNIT	TRANSFERRED OUT OF STATE	TRANSFERRED TO PRIV. SCH.	TRANSFERRED TOTAL	REPL. REG. TEACH	FURL. LAID/ OFF	ATTEN COLL/ UNIV.	MARRY CHILD BIRTH	POS. PRIV. INDUS	SPOUS TRANS	RET. IRE- MENT	ILL. NESS	DEA- TH	OTHER	TOTAL	TOTAL WITHD- RAWALS
AUDIO-VISUAL COMM TECH													1		1	1
SUPVR COOPERATIVE EDUCATION	1			1												1
CUSTODIAL SERVICES																
MINE EQUIPMENT MAINTENANCE																
ORNAMENTAL HORTICULTURE							1								1	1
VOCATIONAL INSTRUCTION	2	1		3					1		3				4	7
SUPVR COMP VOC EDUCATION	1			1							1				1	2
EDUCNL PROGRAM SPECIALIST										1			1		2	2
ELEMENTARY	64	34	7	105	160	44	9	154	33	92	577	11	37	200	1,317	1,422
GIFTED CLASSES, ELEMENTARY	4	1	1	6	4	1			2	2	4			2	15	21
SUPVR ELEMENTARY EDUCATION	1			1							2		1	3	6	7
SUPVR SECONDARY EDUCATION	1			1				1			1				2	3
SUPVR EARLY CHILDHOOD														1	1	1
EARLY CHILDHOOD		1		1	4	4	1	6		2	12			7	36	37
SUPVR CURRICULUM & INST	2			2							7		1		8	10
SUPVR PUPIL PERSONNEL SERV	1	1		2							3			1	4	6
CRDNTR, SPCLLY FNDD PROGRAMS											1			2	3	3
GENERAL ENGLISH/COMMUNICATION	17	10	7	34	47	19	1	18	9	10	60	2	2	39	207	241
SUPVR ENGLISH/COMMUNICATION										1					1	1
DRAMA											2				2	2
JOURNALISM						1									1	1
SPEECH					1						1				2	2
ARABIC																
GREEK																
HEBREW									1						1	1
KOREAN																
LATIN	1	1		2	1	1	1	2	1	2	3			6	17	19
SANSKRIT																
CHINESE																
FRENCH	6	5		11	17			3	2	5	14		3	16	60	71
FRENCH, ELEMENTARY											1				1	1
SUPVR FOREIGN LANGUAGES																
GERMAN	2			2	10	1	3	3	2	5	10			7	41	43
GERMAN, ELEMENTARY																
ITALIAN														1	1	1
JAPANESE																
LITHUANIAN																
POLISH																
PORTUGUESE																
RUMANIAN																
RUSSIAN																
SPANISH	7	3		10	14	2	2	3	1	6	24	3		18	73	83
SPANISH, ELEMENTARY					1									1	2	2
UKRAINIAN																
VIETNAMESE																
ENGLISH AS SEC LNGG, SCNDRY		1		1												1
ENGLISH AS SEC LNGG, ELMNTRY	1			1										2	2	3
HEALTH AND PE, ELEMENTARY		3	1	4	4	3		5			2		1	3	18	22
HEALTH AND PE, SECONDARY	7		4	11	20	4			3		17		2	5	51	62

TABLE 9

DISTRIBUTION OF WITHDRAWALS FROM THE PROFESSIONAL STAFF BY REASON FOR WITHDRAWAL BY CERTIFICATED ASSIGNMENT, 1985-86

ASSIGNMENT NAME	TRANSFERRED OTHER PA. UNIT	TRANSFERRED OUT OF STATE	TRANSFERRED TO PRIV. SCH.	TRANSFERRED TOTAL	REPL. REG. TEACH	FURL. LAID/ OFF	ATTEN COLL/ UNIV.	MARRY CHILD BIRTH	POS. PRIV. INDUS	SPOUS TRANS	RET. IRE- MENT	ILL. NESS	DEA- TH	OTHER	TOTAL	TOTAL WITHD- RAWALS
HEALTH & PHYSICAL EDUC	12	4	1	17	18	9	2	10	7	3	40	3	5	32	129	146
HEALTH	3			3	7	4			1	1	9			8	30	33
TCH/SUPV HLTH & PE ELEM SCH																
TCH/SUPV HLTH & PE SEC SCH																
SUPVR HEALTH AND PHYS ED											6			3	9	9
SUPV PHYSICAL EDUCATION											3			1	4	4
PHYSICAL EDUCATION					6	1		1	1	1	8			4	22	22
ENVIRONMENTAL EDUCATION					1						4			2	7	7
SUPERVISOR HEALTH											1				1	1
INITIAL DR ED AIDE (PUB SCH)																
PERM DR ED AIDE (PUB SCH)																
DR TRAINING INSTR (PVT SCH)																
SUPVR/DIR (PVT DRIVER SCH)																
DRIVER EDUCATION	4	1		5	1				2		14		2	2	21	26
SAFETY EDUCATION											4				4	4
HOME ECONOMICS	13	3	3	19	31	25	2	23	8	10	46	2	2	34	183	202
SUPVR HOME ECONOMICS																
I.A. GENERAL SHOP	7	2	5	14	6	15		1	12		35	1	4	17	91	105
I.A. DRAWING UNIT SHOP			1	1		1					3				4	5
I.A. ART CRAFTS UNIT SHOP	1			1												1
SUPVR INDUSTRIAL ARTS											1			1	2	2
I.A. ELECTRICITY UNIT SHOP					1						4				5	5
I.A. AUTOMOTIVES UNIT SHOP																
I.A. GRAPHIC ARTS UNIT SHOP	1			1		1			1					1	3	4
I.A. CERAMICS UNIT SHOP																
I.A. METAL UNIT SHOP					3	1			1		4			2	11	11
I.A. PLASTICS UNIT SHOP																
I.A. WOOD UNIT SHOP	2			2		3	1		1		9		1	3	18	20
I.A. TEXTILES UNIT SHOP																
I.A. PRINTING UNIT SHOP																
LIBRARY SCIENCE, ELEMENTARY	5	2		7	10	2		5	3	1	17			5	43	50
SUPVR LIBRARY SCIENCE											2				2	2
LIBRARY SCIENCE (K-12)	11	3	2	16	12	3		10	4	6	38		3	9	85	101
MATHEMATICS	53	14	5	72	50	15	6	18	23	11	92	4	12	62	293	365
SUPVR MATHEMATICS											4				4	4
MUSIC, ELEMENTARY	4	1	2	7	11	5	3	1		3	10			5	38	45
MUSIC, SECONDARY	4	1		5	7	3	2	3	2		7		1	4	29	34
MUSIC	27	6	7	40	25	5	5	13	15	6	60	3	2	40	174	214
INSTRUMENTAL MUSIC																
VOCAL MUSIC																
TCH/SUPV MUSIC ANY ELEM SCH																
TEACH & SUP MUSIC ANY SEC SC														1	1	1
SUPVR MUSIC											3			1	4	4
DEVMTL READING CLASSES	9	1		10	7	1	1	5	1	1	10	1	1	5	33	43
SUPVR READING	1			1				1			5			1	7	8
DGNSTC/PRESCRIPTIVE READING	22	9	2	33	18	10	4	12	7	11	39	1		39	141	174
DIRECTOR OF RECREATION																
ARBORETUM AVIARY, GREENHOUSE																
PLANETARIUM, MTRLGCL STATION																

TABLE 9

DISTRIBUTION OF WITHDRAWALS FROM THE PROFESSIONAL STAFF BY REASON FOR WITHDRAWAL BY CERTIFICATED ASSIGNMENT, 1985-86

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BIOLOGY	8	2	2	12	23	8	1	2	6		21		4	20	85	97
SUPVR SCIENCE											3				3	3
CHEMISTRY	3	2		5	7	3	2	1	3	1	16		2	4	39	44
EARTH AND SPACE SCIENCE	9			9	5	1			2		8		2	2	20	29
EARTH AND SPACE SCIENCE, INTMDT									1						1	1
GENERAL SCIENCE	10	2		12	18	9	3	2	2	2	37	1	5	15	94	106
PHYSICS	2	3		5	4	1	1		4		5			4	19	24
SCIENCE, INTRDSCPLNRY, ADVNCD																
ANTHROPOLOGY																
SUPVR SOCIAL STUDIES											1				1	1
ECONOMICS	1			1					1		1		1		3	4
GEOGRAPHY	1	1		2	1				2		7		1	2	13	15
GOVERNMENT	2			2							2				2	4
HISTORY	2	2	2	6	4	3	1	3	3	1	19		3	5	42	48
PSYCHOLOGY, SCL OR BHVRL SCNC											3				3	3
PSYCHOLOGIST, ITRDSCPLNRY SCNC																
ROTC INSTRUCTOR	1	1		2												2
PHILOSOPHY																
SOCIAL STUDIES	16	8		24	44	17	4	8	12	6	91	5	8	25	220	244
SOCIOLOGY					1										1	1
HEARING IMPAIRED	4			4	4	1	1	9	1	1	2			4	23	27
SUPVR SPECIAL EDUCATION	3	2		5	1				1	2	8		1	3	16	21
MENT AND/OR PHYS HNDCPPD LRNNG DSB	94	19	9	122	54	5	4	70	16	44	38		1	112	344	466
LEARNING DISABLED																
SPEECH CORRECTION	16	4	1	21	11	1	3	24	6	5	8		1	45	104	125
VISUALLY IMPAIRED	1	1		2	2			3		2	1			4	12	14
SOCIAL RESTORATION																
OTHER	81	23	13	117	64	28	9	95	42	39	358	10	28	448	1,121	1,238
STATE TOTALS	724	213	85	1,022	833	348	83	554	322	314	2,400	58	180	1,474	6,566	7,588

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	INT UNT NO.	C D T Y	I S	C L S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1	01	00	000	0	INTERMEDIATE UNIT 1	1985-86	7,901,815	26,164	173	15.04	388	13.36	356	5.96	107	207	105	312
1	03	00	000	0	ALLEGHENY INT UNIT	1985-86	23,374,081	27,022	128	12.57	535	7.71	580	5.96	108	600	265	865
1	04	00	000	0	MIDWESTERN INT UNIT	1985-86	4,052,039	25,012	247	12.20	543	10.57	531	5.45	494	110	57	167
1	05	00	000	0	NORTHWEST TRI-COUNTY IU	1985-86	5,628,719	23,068	413	10.53	576	8.97	561	5.80	216	206	52	258
1	06	00	000	0	CLARION MANOR INT UNIT	1985-86	3,183,960	22,110	503	8.37	593	7.08	587	5.97	102	105	39	144
1	07	00	000	0	WESTMORELAND INT UNIT	1985-86	7,588,261	26,439	156	14.75	417	13.15	379	5.83	194	184	119	303
1	08	00	000	0	APPALACHIA INT UNIT	1985-86	8,986,549	22,924	432	12.06	548	10.49	535	5.95	113	287	117	404
1	09	00	000	0	SENECA HIGHLANDS I U	1985-86	3,518,490	20,943	571	10.89	569	8.77	567	5.92	134	127	45	172
1	10	00	000	0	CENTRAL INT UNIT	1985-86	3,724,310	23,132	403	12.01	549	9.62	551	6.08	58	119	48	167
1	11	00	000	0	TUSCARORA INT UNIT	1985-86	1,463,493	20,326	581	8.08	595	4.79	594	6.45	19	58	18	76
1	12	00	000	0	LINCOLN INT UNIT	1985-86	6,961,962	20,238	584	9.42	588	7.42	585	6.03	73	275	71	346
1	13	00	000	0	LANCASTER LEBANON I U	1985-86	7,014,137	21,126	562	9.56	586	7.66	581	5.99	94	288	62	350
1	14	00	000	0	BERKS COUNTY INT UNIT	1985-86	6,470,386	23,788	345	11.03	565	8.91	562	5.94	122	200	78	278
1	15	00	000	0	CAPITAL AREA INT UNIT	1985-86	6,506,962	23,490	367	11.32	560	8.71	568	6.00	90	229	62	291
1	16	00	000	0	CENTRAL SUSQUEHANNA IU	1985-86	3,921,005	21,783	526	9.94	583	8.80	566	5.72	293	144	48	192
1	17	00	000	0	BLAST INT UNIT	1985-86	4,923,695	21,500	542	10.88	570	9.17	557	5.86	174	163	77	240
1	18	00	000	0	LUZERNE INT UNIT	1985-86	5,898,245	23,498	366	11.04	564	9.99	546	5.67	342	184	77	261
1	19	00	000	0	NORTHEASTERN EDUC I U	1985-86	6,495,227	22,710	450	12.01	550	10.87	524	5.94	125	212	91	303
1	20	00	000	0	COLONIAL NORTHAMPTON IU	1985-86	7,050,134	23,898	335	10.80	571	9.45	554	5.82	203	216	94	310
1	21	00	000	0	CARBON LEHIGH INT UNIT	1985-86	4,026,831	23,548	358	11.57	559	8.99	560	6.00	93	118	55	173
1	22	00	000	0	BUCKS COUNTY INT UNIT	1985-86	7,349,341	25,518	212	18.37	64	7.83	579	6.07	62	238	79	317
1	23	00	000	0	MONTGOMERY COUNTY IU	1985-86	10,152,330	27,145	122	12.15	545	9.15	558	6.26	31	327	70	397
1	24	00	000	0	CHESTER COUNTY INT UNIT	1985-86	6,918,887	22,537	464	10.99	567	8.39	572	5.97	105	238	81	319
1	25	00	000	0	DELAWARE COUNTY I U	1985-86	6,547,919	26,617	146	11.79	554	8.84	565	6.21	36	218	35	253
1	27	00	000	0	BEAVER VALLEY INT UNIT	1985-86	3,610,563	24,231	304	13.11	525	11.86	493	5.81	215	110	41	151
1	28	00	000	0	ARIN INT UNIT	1985-86	2,528,047	23,193	400	10.59	575	8.53	571	5.92	137	89	22	111
1	29	00	000	0	SCHUYLKILL INT UNIT	1985-86	3,241,345	19,409	593	8.99	591	7.27	586	5.92	138	120	53	173
1	12	01	110	3	BERMUDIAN SPRINGS S D	1985-86	1,890,209	22,773	446	14.64	432	12.42	454	5.88	163	38	47	85
1	12	01	160	3	CONEWAGO VALLEY S D	1985-86	3,274,091	21,827	522	13.41	517	11.42	511	5.75	258	87	71	158
1	12	01	305	4	FAIRFIELD AREA S D	1985-86	1,153,911	20,244	583	12.07	547	10.25	539	5.63	381	33	24	57
1	12	01	375	3	GETTYSBURG AREA S D	1985-86	5,240,275	22,883	437	14.37	457	11.81	497	5.70	315	162	79	241
1	12	01	520	3	LITTLESTOWN AREA S D	1985-86	2,172,325	21,090	564	13.08	526	11.08	521	5.76	250	58	48	106
1	12	01	852	3	UPPER ADAMS S D	1985-86	1,883,413	22,421	473	13.68	500	12.10	478	5.76	251	54	34	88
1	03	02	040	7	A H BEATTIE AVTS	1985-86	1,063,949	27,280	116	12.14	546	8.29	573	4.93	536	14	28	42
1	03	02	060	3	ALLEGHENY VALLEY S D	1985-86	2,805,456	29,223	59	19.19	33	17.63	22	5.89	154	57	43	100
1	03	02	075	3	AVONWORTH S D	1985-86	1,891,385	31,523	27	19.69	23	17.01	38	5.97	100	38	30	68
1	03	02	100	3	PINE-RICHLAND S D	1985-86	3,652,027	28,310	82	17.23	147	14.56	215	5.92	131	70	63	133
1	03	02	110	2	BALDWIN WHITEHALL S D	1985-86	9,990,702	32,021	21	19.85	18	18.00	14	6.16	43	168	162	330
1	03	02	125	2	BETHEL PARK S D	1985-86	11,570,174	33,152	16	18.32	66	16.37	74	6.02	74	190	173	363
1	03	02	145	3	BRENTWOOD BORO S D	1985-86	2,210,348	29,083	63	18.01	86	15.59	133	6.02	75	40	39	79
1	03	02	160	3	CARLYNTON S D	1985-86	3,892,658	32,711	19	18.66	52	17.19	30	5.86	171	60	64	124
1	03	02	175	2	CHARTIERS VALLEY S D	1985-86	6,354,984	32,927	17	22.00	1	20.11	1	6.05	68	97	101	198
1	03	02	190	3	CLAIRTON CITY S D	1985-86	2,054,260	26,678	143	18.45	62	16.49	67	5.38	516	50	30	80
1	03	02	210	3	CORNELL S D	1985-86	1,620,418	27,464	111	18.25	72	15.53	135	5.78	228	32	27	59
1	03	02	225	3	DEER LAKES S D	1985-86	3,711,368	27,289	115	18.09	80	16.49	68	5.66	348	75	63	138
1	03	02	250	3	DUQUESNE CITY S D	1985-86	1,896,257	24,626	273	18.60	54	17.00	40	5.89	155	43	37	80
1	03	02	280	3	EAST ALLEGHENY S D	1985-86	4,017,886	30,670	37	20.01	14	19.04	6	5.94	119	60	77	137
1	03	02	315	3	ELIZABETH FORWARD S D	1985-86	5,570,639	28,421	77	18.56	57	16.66	53	5.89	156	122	81	203
1	03	02	380	7	FORBES ROAD EAST AVTS	1985-86	1,207,163	26,242	166	11.75	555	9.69	550	3.71	588	20	28	48
1	03	02	391	2	FOX CHAPEL AREA S D	1985-86	8,177,293	30,512	40	18.51	58	16.02	100	6.19	39	168	121	289

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

T INT C D C Y UNT T I L P NO. Y S S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-03-02-410-2	GATEWAY S D	1985-86	10,572,560	31,941	22	19.88	17	17.60	23	6.28	29	184	162	346
1-03-02-460-3	HAMPTON TOWNSHIP S D	1985-86	4,878,502	30,114	46	16.35	232	13.63	329	5.89	157	99	67	166
1-03-02-475-3	HIGHLANDS S D	1985-86	6,421,734	29,322	58	19.29	31	17.72	19	5.97	101	109	114	223
1-03-02-500-2	KEYSTONE OAKS S D	1985-86	6,446,055	31,444	29	19.09	36	16.01	102	5.96	109	122	99	221
1-03-02-600-2	MCKEESPORT AREA S D	1985-86	9,789,696	27,811	99	17.28	142	16.32	77	5.65	356	216	139	355
1-03-02-630-3	MONTOUR S D	1985-86	5,869,204	29,200	60	17.68	108	16.63	55	5.86	172	102	115	217
1-03-02-634-3	MOON AREA S D	1985-86	7,377,950	31,801	24	18.22	73	16.68	51	6.45	18	142	96	238
1-03-02-640-2	MOUNT LEBANON S D	1985-86	12,350,227	33,836	10	18.76	49	16.00	104	6.52	11	233	151	384
1-03-02-685-2	NORTH ALLEGHENY S D	1985-86	12,212,010	29,785	51	15.14	377	13.13	381	6.16	44	235	178	413
1-03-02-687-3	NORTHGATE S D	1985-86	3,213,039	30,028	48	19.56	26	17.12	33	6.31	27	55	53	108
1-03-02-690-2	NORTH HILLS S D	1985-86	10,755,097	30,816	36	16.88	177	15.32	151	6.32	25	210	150	360
1-03-02-730-7	PARKWAY WEST AVTS	1985-86	844,775	25,599	207	10.79	572	8.67	569	4.46	557	9	24	33
1-03-02-735-2	PENN HILLS S D	1985-86	15,091,865	31,117	32	19.17	34	18.25	11	5.75	255	289	224	513
1-02-02-745-1	PITTSBURGH S D	1985-86	102,782,001	33,457	12	17.48	127	15.86	115	6.09	55	1,899	1,173	3,072
1-03-02-750-3	PLUM BOROUGH S D	1985-86	7,428,174	28,903	68	16.63	200	15.46	138	5.75	256	159	107	266
1-03-02-775-3	QUAKER VALLEY S D	1985-86	3,790,061	29,843	50	18.57	56	16.40	72	6.89	2	65	62	127
1-03-02-820-3	RIVERVIEW S D	1985-86	2,505,699	30,557	38	18.84	45	17.17	32	6.12	47	37	49	86
1-03-02-830-2	SHALER AREA S D	1985-86	10,546,941	29,878	49	16.87	179	15.11	161	5.98	98	205	166	371
1-03-02-865-3	SOUTH ALLEGHENY S D	1985-86	3,121,395	27,869	98	18.97	41	17.74	18	5.94	120	53	61	114
1-03-02-870-3	SOUTH FAYETTE TWP S D	1985-86	2,219,205	28,451	76	15.72	316	13.54	339	5.59	409	37	41	78
1-03-02-875-3	SOUTH PARK S D 1/	1985-86	3,526,074	26,511	151	14.51	443	12.42	453	5.82	198	83	57	140
1-03-02-880-7	STEEL CENTER AVTS	1985-86	783,105	25,261	231	10.66	573	6.75	588	4.48	555	12	20	32
1-03-02-883-3	STEEL VALLEY S D	1985-86	4,057,234	28,572	74	17.74	103	16.14	85	5.83	191	76	72	148
1-03-02-885-3	STO ROX S D	1985-86	3,694,715	27,167	121	17.24	146	16.41	71	6.04	71	72	70	142
1-03-02-920-3	UPPER ST CLAIR TWP S D	1985-86	7,705,629	33,213	15	17.26	143	14.88	182	6.22	34	129	115	244
1-03-02-940-3	WEST ALLEGHENY S D	1985-86	4,008,316	28,030	94	14.95	401	12.70	432	5.82	199	82	63	145
1-03-02-955-3	W JEFFERSON HILLS S D	1985-86	5,463,450	31,399	31	18.76	50	17.04	36	5.90	149	100	81	181
1-03-02-960-3	WEST MIFFLIN AREA S D	1985-86	7,181,278	33,714	11	20.88	4	19.28	4	5.71	300	102	115	217
1-03-02-980-3	WILKINSBURG BOROUGH S D	1985-86	4,603,318	28,069	92	15.85	295	13.05	391	6.22	35	101	71	172
1-03-02-990-2	WOODLAND HILLS S D	1985-86	14,363,703	29,738	52	18.89	44	17.70	31	5.84	182	256	254	510
1-28-03-060-3	APOLLO-RIDGE S D	1985-86	3,037,088	25,521	211	16.84	184	15.30	152	5.56	442	63	58	121
1-28-03-085-2	ARMSTRONG S D	1985-86	14,619,600	25,875	191	16.38	229	14.93	180	5.53	462	339	245	584
1-28-03-305-3	FREEPORT AREA S D	1985-86	3,431,090	25,605	206	15.96	280	13.75	321	5.60	408	80	60	140
1-28-03-450-3	LEECHBURG AREA S D	1985-86	1,977,904	25,357	224	17.53	121	15.60	132	5.53	463	47	34	81
1-28-03-460-7	LENAPE AVTS	1985-86	957,045	25,866	194	15.78	307	13.22	371	5.04	535	10	27	37
1-27-04-050-3	ALIQUIPPA BOROUGH S D	1985-86	2,779,211	24,594	277	20.76	8	19.76	2	5.73	286	62	54	116
1-27-04-070-3	AMBRIDGE AREA S D	1985-86	5,421,139	26,837	138	17.70	107	15.98	107	5.72	299	120	97	217
1-27-04-120-3	BEAVER AREA S D	1985-86	3,358,816	27,531	107	19.08	38	16.16	81	6.08	61	70	56	126
1-27-04-130-7	BEAVER CO AVTS	1985-86	716,778	25,599	208	10.93	568	7.96	577	4.54	549	4	24	28
1-27-04-150-3	BIG BEAVER FALLS A S D	1985-86	4,302,491	28,683	72	21.49	3	19.62	3	5.70	321	68	86	154
1-27-04-160-3	BLACKHAWK S D	1985-86	4,445,062	25,694	203	17.34	136	15.26	155	5.80	224	87	88	175
1-27-04-190-3	CENTER AREA S D	1985-86	3,195,731	26,194	170	17.89	95	15.99	105	5.67	344	74	48	122
1-27-04-285-3	FREEDOM AREA S D	1985-86	2,751,113	25,711	202	19.44	27	16.72	50	5.67	345	60	53	113
1-27-04-410-3	HOPEWELL AREA S D	1985-86	4,450,079	27,640	106	19.04	39	17.77	17	5.84	190	94	68	162
1-27-04-530-3	MIDLAND BORO S D	1985-86	763,215	23,850	339	18.12	76	16.06	95	5.93	129	19	14	33
1-27-04-545-3	MONACA S D	1985-86	1,435,095	25,177	233	17.49	125	16.75	46	5.61	402	29	28	57
1-27-04-565-3	NEW BRIGHTON AREA S D	1985-86	2,803,773	23,963	326	15.37	357	13.56	337	5.69	329	68	50	118
1-27-04-585-3	RIVERSIDE BEAVER CO S D	1985-86	2,948,854	23,974	325	16.25	244	15.25	156	5.93	130	74	52	126
1-27-04-690-3	ROCHESTER AREA S D	1985-86	1,887,700	26,218	169	19.41	29	17.66	21	5.68	334	42	34	76
1-27-04-740-4	SOUTH SIDE AREA S D	1985-86	2,189,939	24,606	276	13.74	498	11.12	520	5.67	346	55	35	90
1-27-04-930-3	WESTERN BEAVER CO S D 1/	1985-86	1,540,787	26,115	175	20.78	7	18.47	9	5.97	106	27	33	60

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SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	UNT NO.	CT Y	DI S	CL S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-08-05-100-3					BEDFORD AREA S D	1985-86	3,690,748	21,968	516	15.43	347	13.95	293	5.51	468	92	81	173
1-08-05-130-7					BEDFORD-EVERETT AVTS	1985-86	192,915	21,435	549	9.67	585	2.00	595	4.67	546	3	6	9
1-08-05-150-3					CHESTNUT RIDGE S D	1985-86	2,111,753	21,997	513	15.09	380	12.94	408	5.57	429	51	49	100
1-08-05-300-3					EVERETT AREA S D	1985-86	2,225,889	21,822	524	14.76	416	12.46	447	5.58	422	63	41	104
1-08-05-600-4					NORTHN BEDFORD CO S D	1985-86	1,513,701	21,624	534	15.25	367	13.93	295	5.77	239	39	34	73
1-08-05-800-3					TUSSEY MOUNTAIN S D	1985-86	2,075,958	21,401	552	18.32	67	14.83	186	5.53	459	50	48	98
1-14-06-050-3					ANTIETAM S D	1985-86	1,464,725	26,155	174	16.66	196	14.67	203	6.04	72	33	25	58
1-14-06-055-7					BERKS CO AVTS	1985-86	1,828,243	25,392	221	11.5	558	10.29	538	4.39	564	17	56	73
1-14-06-075-3					BOYERTOWN AREA S D	1985-86	9,496,595	27,767	101	16.81	185	15.06	168	6.10	50	199	151	350
1-14-06-085-3					BRANDYWINE HGTS AREA SD	1985-86	2,206,498	23,983	322	14.09	481	12.98	402	5.74	268	54	38	92
1-14-06-110-3					CONRAD WEISER A S D	1985-86	3,135,353	25,912	188	16.38	226	14.39	236	5.75	259	58	64	122
1-14-06-150-3					DANIEL BOONE AREA S D	1985-86	3,276,240	24,820	259	14.81	413	12.88	415	5.52	465	91	47	138
1-14-06-200-3					EXETER TOWNSHIP S D	1985-86	4,050,240	24,696	266	15.54	333	13.19	374	5.72	291	101	70	171
1-14-06-250-3					FLEETWOOD AREA S D 1/	1985-86	1,798,364	21,409	551	17.62	116	15.80	121	5.77	242	41	43	84
1-14-06-300-3					GOVERNOR MIFFLIN S D	1985-86	5,882,357	28,145	91	18.11	77	16.14	86	5.97	103	121	102	223
1-14-06-350-3					HAMBURG AREA S D	1985-86	3,252,573	25,814	197	17.10	164	15.02	172	5.90	150	72	57	129
1-14-06-400-3					KUTZTOWN AREA S D	1985-86	2,861,436	25,778	201	16.69	194	14.59	213	5.92	135	60	58	118
1-14-06-550-3					MUHLENBERG S D	1985-86	4,258,992	28,583	73	18.30	68	16.09	91	5.77	243	84	73	157
1-14-06-650-3					OLEY VALLEY S D	1985-86	2,671,950	25,941	185	16.93	176	15.39	147	5.54	451	61	44	105
1-14-06-700-2					READING S D	1985-86	19,428,490	25,939	186	15.91	289	14.40	235	5.60	407	501	277	778
1-14-06-710-7					READING MHLNBG A V T S	1985-86	1,034,642	25,866	193	14.26	466	11.67	505	3.71	589	12	30	42
1-14-06-750-3					SCHUYLKILL VALLEY S D	1985-86	2,509,398	27,276	117	18.11	78	15.88	114	5.80	219	49	50	99
1-14-06-800-3					TULPEHOCKEN AREA S D	1985-86	2,136,931	22,977	426	14.64	433	13.35	357	5.64	368	64	37	101
1-14-06-810-3					TWIN VALLEY S D	1985-86	3,610,325	26,942	133	18.06	81	15.36	148	6.02	78	82	55	137
1-14-06-910-3					WILSON S D	1985-86	6,197,665	26,946	132	16.55	209	14.50	222	5.72	292	124	117	241
1-14-06-935-3					WYOMISSING AREA S D	1985-86	2,809,362	30,541	39	19.42	28	16.63	56	6.00	89	53	42	95
1-08-07-050-2					ALTOONA AREA S D	1985-86	12,710,436	23,757	347	15.81	302	14.63	204	5.73	282	310	243	553
1-08-07-060-7					ALTOONA AVTS	1985-86	1,259,243	24,691	267	15.09	381	11.64	506	4.40	561	11	44	55
1-08-07-100-3					BELLWOOD ANTIS S D	1985-86	1,723,400	21,542	540	15.09	382	12.88	414	5.32	526	45	41	86
1-08-07-150-4					CLAYSBURG-KIMMEL S D	1985-86	1,194,900	22,545	461	16.17	251	14.28	251	5.66	350	25	29	54
1-08-07-350-3					HOLLIDAYSBG AREA S D	1985-86	5,483,243	23,533	361	16.99	169	14.46	226	5.92	133	135	102	237
1-08-07-750-3					SPRING COVE S D	1985-86	3,028,392	23,117	406	17.63	114	15.43	144	5.74	263	71	63	134
1-08-07-800-3					TYRONE AREA S D	1985-86	2,965,088	22,634	455	16.49	213	14.67	202	5.66	351	71	61	132
1-08-07-900-4					WILLIAMSBURG COMM S D	1985-86	859,753	20,470	578	14.73	425	11.84	495	5.50	473	20	24	44
1-17-08-050-3					ATHENS AREA S D	1985-86	4,177,129	22,337	485	15.34	361	13.71	326	5.67	341	103	85	188
1-17-08-060-7					BRADFORD CO AVTS	1985-86	263,299	21,941	518	10.25	579	6 67	589	3.25	593	4	8	12
1-17-08-100-3					CANTON AREA S D	1985-86	1,800,349	22,504	469	16.57	207	15.14	159	5.77	244	43	38	81
1-17-08-300-4					NO EAST BRADFORD S D	1985-86	1,431,582	23,468	369	16.88	178	14.54	219	5.59	415	34	31	65
1-17-08-600-3					SAYRE AREA S D	1985-86	2,157,583	24,517	285	20.12	12	17.44	24	5.78	233	44	45	89
1-17-08-650-3					TOWANDA AREA S D	1985-86	2,945,435	23,011	418	15.94	287	14.02	283	5.72	295	78	55	133
1-17-08-665-3					TROY AREA S D	1985-86	2,622,893	23,418	371	16.54	211	15.10	164	5.69	328	64	54	118
1-17-08-900-3					WYALUSING AREA S D	1985-86	2,336,350	22,683	453	14.96	400	13.06	390	5.73	284	59	54	113
1-22-09-100-2					BENSALEM TOWNSHIP S D	1985-86	16,557,211	31,779	25	15.01	393	13.51	343	6.60	9	301	220	521
1-22-09-130-3					BRISTOL BORO S D	1985-86	2,390,854	26,863	137	14.49	444	13.04	393	5.59	418	56	37	93
1-22-09-135-2					BRISTOL TOWNSHIP S D	1985-86	19,174,364	34,239	9	18.60	55	16.74	47	6.50	13	322	239	561
1-22-09-145-7					BUCKS CO AVTS	1985-86	1,338,720	27,890	95	14.46	447	13.75	320	3.64	592	9	39	48
1-22-09-200-2					CENTENNIAL S D	1985-86	14,836,734	36,187	2	19.91	15	17.35	26	6.69	5	261	196	457
1-22-09-210-2					CENTRAL BUCKS S D	1985-86	19,819,367	31,016	34	16.33	237	13.91	300	6.32	26	403	287	690

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

T INT C D C Y UNT T I L P NO. Y S S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-22-09-235-3	COUNCIL ROCK S D	1985-86	18,349,680	34,687	8	13.64	508	10.79	527	6.37	22	355	221	576
1-22-09-700-7	MIDDLE BUCKS AVTS	1985-86	944,625	31,487	28	16.63	201	14.22	263	4.41	560	5	27	32
1-22-09-720-3	MORRISVILLE BOROUGH S D	1985-86	2,648,646	26,224	167	14.05	485	12.04	483	5.59	419	70	34	104
1-22-09-750-2	NESHAMINY S D	1985-86	20,883,373	35,275	5	18.26	71	14.80	189	5.80	223	354	246	600
1-22-09-760-4	NEW HOPE SOLEBURY S D	1985-86	1,834,061	28,216	86	15.46	344	11.59	509	5.82	204	39	30	69
1-22-09-800-3	PALISADES S D	1985-86	3,848,876	24,359	293	12.00	551	10.03	544	5.72	297	114	51	165
1-22-09-810-3	PENNRIDGE S D	1985-86	9,430,767	28,320	81	16.38	227	14.33	246	6.12	48	214	134	348
1-22-09-820-2	PENNSBURY S D	1985-86	22,465,945	35,379	4	18.69	51	17.04	37	6.07	63	391	283	674
1-22-09-840-3	QUAKERTOWN COMM S D	1985-86	6,941,602	28,217	85	14.38	456	12.85	420	5.87	169	149	114	263
1-22-09-900-7	UP BUCKS CO AVTS	1985-86	786,246	25,362	223	10.61	574	8.90	563	4.84	541	6	25	31
1-04-10-125-2	BUTLER AREA S D	1985-86	13,588,014	27,450	112	17.89	94	16.16	80	5.73	275	292	224	516
1-04-10-130-7	BUTLER CO AVTS[1]	1985-86	580,949	22,344	483	9.81	584	5.46	592	3.91	580	4	22	26
1-04-10-360-3	KARNS CITY AREA S D	1985-86	1,890,717	23,933	329	16.16	252	14.27	255	5.64	366	43	36	79
1-04-10-500-3	MARS AREA S D	1985-86	2,798,383	24,547	282	14.74	422	13.16	377	5.83	192	78	41	119
1-04-10-535-3	MONITEAU S D	1985-86	2,474,904	24,028	319	13.75	496	12.13	476	5.56	434	64	44	108
1-04-10-750-3	SLIPPERY ROCK A S D	1985-86	3,578,891	22,795	444	14.68	428	12.35	460	5.73	276	103	57	160
1-04-10-780-3	SOUTH BUTLER CO S D	1985-86	4,047,085	26,625	145	16.74	191	15.02	171	5.76	247	76	80	156
1-04-10-790-3	SOUTHWEST BUTLER CO S D[1]	1985-86	6,654,467	24,023	320	15.65	323	13.17	375	5.91	139	183	122	305
1-08-11-030-7	ADMIRAL PEARY AVTS	1985-86	591,170	24,632	271	12.76	529	10.00	545	4.39	563	7	18	25
1-08-11-060-3	BLACKLICK VALLEY S D	1985-86	1,314,971	22,287	492	14.85	406	13.08	388	5.43	505	29	30	59
1-08-11-120-3	CAMBRIA HEIGHTS S D	1985-86	2,726,781	23,506	364	15.39	355	13.97	291	5.33	525	56	63	119
1-08-11-130-3	CENTRAL CAMBRIA S D	1985-86	2,897,487	24,145	310	16.32	238	14.62	207	5.55	446	69	61	130
1-08-11-140-3	CONEMAUGH VALLEY S D	1985-86	1,535,457	21,935	519	17.83	102	16.15	83	5.40	510	33	39	72
1-08-11-200-3	FERNDALE AREA S D	1985-86	1,370,810	24,478	289	17.63	115	15.93	110	5.56	436	22	34	56
1-08-11-220-3	FOREST HILLS S D[1]	1985-86	3,759,313	24,896	250	18.01	89	16.77	43	5.63	378	77	75	152
1-08-11-250-2	GREATER JOHNSTOWN S D	1985-86	7,175,795	24,829	258	19.90	16	18.31	10	5.78	231	179	126	305
1-08-11-260-7	GREATER JOHNSTOWN AVTS	1985-86	2,135,825	25,127	237	16.68	195	13.06	389	6.02	77	29	56	85
1-08-11-450-3	NORTHERN CAMBRIA S D	1985-86	1,983,969	22,804	442	16.60	206	14.56	216	5.58	423	48	47	95
1-08-11-600-3	PENN CAMBRIA S D	1985-86	2,956,349	24,232	303	17.15	158	15.52	136	5.63	379	68	56	124
1-08-11-630-3	PORTAGE AREA S D	1985-86	1,849,392	22,832	440	15.76	308	14.17	266	5.51	469	47	36	83
1-08-11-650-3	RICHLAND S D	1985-86	2,789,351	26,314	161	20.81	6	18.96	7	5.74	264	48	60	108
1-08-11-850-3	WESTMONT HILLTOP S D	1985-86	2,859,055	25,079	241	16.21	247	14.16	267	5.84	187	64	54	118
1-09-12-270-3	CAMERON CO S D	1985-86	1,668,458	22,246	495	16.62	203	14.99	175	5.69	324	35	41	76
1-21-13-150-7	CARBON CO AVTS	1985-86	567,694	22,707	451	12.24	542	10.12	541	4.06	575	7	18	25
1-21-13-500-3	JIM THORPE AREA S D	1985-86	1,666,537	24,507	286	14.65	431	11.90	492	5.38	518	36	32	68
1-21-13-550-3	LEHIGHTON AREA S D	1985-86	4,013,394	25,563	207	15.40	354	13.89	301	6.81	4	83	80	163
1-21-13-650-3	PALMERTON AREA S D	1985-86	2,734,525	24,859	255	13.64	507	11.84	496	5.90	153	61	51	112
1-21-13-660-3	PANTHER VALLEY S D	1985-86	1,941,625	24,270	297	17.09	166	15.83	119	5.43	507	34	46	80
1-21-13-900-4	WEATHERLY AREA S D	1985-86	1,036,422	24,676	269	16.14	259	14.36	243	5.39	513	19	23	42
1-10-14-100-3	BALD EAGLE AREA S D	1985-86	3,143,463	22,137	502	16.39	222	14.11	273	5.70	313	94	55	149
1-10-14-110-3	BELLEFONTE AREA S D	1985-86	4,085,267	21,963	517	14.84	410	12.84	422	5.48	482	109	79	188
1-10-14-160-7	CENTRE CO AVTS[1]	1985-86	636,574	24,483	288	16.77	189	15.46	139	3.75	586	6	20	26
1-10-14-700-3	PENNS VALLEY AREA S D	1985-86	2,358,207	22,039	508	14.67	429	12.91	411	5.91	143	68	43	111
1-10-14-800-2	STATE COLLEGE AREA S D	1985-86	9,657,623	25,281	228	15.82	299	12.83	424	6.11	49	255	152	407
1-24-15-050-3	AVON GROVE S D	1985-86	3,722,405	23,265	391	14.15	473	12.10	479	5.70	319	102	62	164
1-24-15-170-7	CENTRAL CHESTER CO AVTS	1985-86	814,271	25,445	218	11.00	566	7.61	583	4.00	578	12	21	33
1-24-15-190-2	COATESVILLE AREA S D	1985-86	9,785,061	24,523	284	16.37	230	14.71	198	5.87	170	245	161	406

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	INT UNT NO.	C D T Y	I S	C L S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-24-15-200-3					DOWNINGTOWN AREA S D	1985-86	10,658,489	25,807	198	14.19	470	11.32	515	5.78	237	276	152	428
1-24-15-350-3					GREAT VALLEY S D	1985-86	6,465,935	29,125	62	16.49	216	13.68	327	6.09	56	144	88	232
1-24-15-400-3					KENNETT CONSOLIDATD S D	1985-86	3,941,959	26,456	154	15.99	274	13.58	336	5.96	111	100	53	153
1-24-15-550-7					NORTHERN CHESTER C AVTS	1985-86	1,111,704	26,469	152	14.02	486	12.00	486	5.10	534	14	29	43
1-24-15-650-3					OCTORARA AREA S D	1985-86	3,587,965	25,628	205	17.26	144	15.46	141	6.23	33	83	66	149
1-24-15-660-3					OWEN J ROBERTS S D	1985-86	6,329,270	29,033	64	17.34	135	14.85	184	6.20	38	130	90	220
1-24-15-670-3					OXFORD AREA SCH DIST	1985-86	3,579,260	23,092	408	14.37	459	12.01	485	5.45	497	95	66	161
1-24-15-720-3					PHOENIXVILLE AREA S D	1985-86	5,437,905	27,744	103	17.18	155	15.11	162	6.07	64	129	75	204
1-24-15-780-2					TREDYFFRIN EASTTOWN S D	1985-86	10,405,059	32,720	18	19.83	19	16.74	48	6.10	52	176	147	323
1-24-15-850-3					UNIONVILLE-CHADDS FORD	1985-86	4,864,073	27,022	129	14.57	437	12.11	477	5.82	205	109	76	185
1-24-15-900-2					WEST CHESTER AREA S D	1985-86	16,570,614	28,181	88	18.02	85	14.13	269	5.93	128	348	249	597
1-06-16-030-3					ALLY CLARION VALY S D	1985-86	1,697,857	24,255	301	19.76	21	17.01	39	5.61	396	34	36	70
1-06-16-120-3					CLARION AREA S D	1985-86	1,686,068	24,795	263	17.66	110	13.72	323	5.62	389	39	29	68
1-06-16-135-7					CLARION COUNTY AVTS 1/	1985-86	297,308	21,236	559	11.07	563	9.57	552	3.80	583	4	10	14
1-06-16-170-3					CLARION LIMSTNE A S D	1985-86	1,615,658	23,759	346	14.21	469	13.04	392	5.65	358	37	33	70
1-06-16-650-3					KEYSTONE S D	1985-86	2,072,626	22,776	445	14.10	478	12.84	421	5.72	288	52	39	91
1-06-16-750-4					NORTH CLARION CO S D	1985-86	1,245,650	22,648	454	13.98	487	12.16	472	5.85	177	31	25	56
1-06-16-800-3					REDBANK VALLEY S D	1985-86	2,340,019	23,400	376	15.81	301	14.25	260	5.54	449	50	52	102
1-06-16-900-3					UNION S D	1985-86	1,504,586	23,882	337	17.63	113	17.00	41	5.58	420	33	30	63
1-10-17-100-3					CLEARFIELD AREA S D	1985-86	4,910,967	22,631	456	16.13	260	14.05	280	5.47	487	129	96	225
1-10-17-160-7					CLEARFIELD CO AVTS	1985-86	552,179	23,007	419	13.46	515	11.00	522	4.13	573	9	15	24
1-10-17-180-3					CURWENSVILLE AREA S D	1985-86	2,000,247	22,224	497	15.73	313	14.48	224	5.54	450	41	51	92
1-06-17-200-3					DUBOIS AREA S D	1985-86	6,534,675	24,202	306	15.95	281	14.28	250	5.63	376	154	128	282
1-10-17-300-3					GLENDALE S D	1985-86	1,392,089	20,175	586	14.53	439	13.44	349	5.71	304	35	35	70
1-10-17-350-4					HARMONY AREA S D	1985-86	748,288	21,379	553	15.28	366	13.75	318	5.59	412	20	16	36
1-10-17-500-3					MOSHANNON VALLEY S D	1985-86	1,912,044	23,036	416	15.30	364	14.26	258	5.50	475	32	54	86
1-10-17-700-3					PBURG OSCEOLA AREA S D	1985-86	3,558,915	22,524	466	14.97	397	12.89	412	5.58	425	83	80	163
1-10-17-900-3					WEST BRANCH AREA S D	1985-86	1,997,591	22,699	452	16.07	265	14.38	237	5.50	476	46	45	91
1-10-18-360-2					KEYSTONE CENTRAL S D	1985-86	9,107,005	22,997	422	15.95	282	14.41	232	5.61	397	230	179	409
1-10-18-370-7					KEYSTONE CENTRAL AVTS	1985-86	393,982	23,175	401	15.39	356	15.00	174	4.70	543	8	10	18
1-16-19-100-4					BENTON AREA S D	1985-86	1,226,441	21,900	520	16.02	269	12.88	416	5.46	493	30	26	56
1-16-19-110-3					BERWICK AREA S D	1985-86	4,656,676	21,760	527	14.74	424	13.23	365	5.57	431	126	97	223
1-16-19-120-3					BLOOMSBURG AREA S D	1985-86	2,839,789	23,087	410	15.84	297	13.23	366	5.95	115	66	62	128
1-16-19-150-3					CENTRAL COLUMBIA S D	1985-86	3,201,220	22,543	462	15.50	338	13.17	376	5.72	294	85	59	144
1-16-19-175-7					COLUMBIA MONTOUR AVTS	1985-86	923,599	23,089	409	13.35	518	11.78	501	4.52	550	13	27	40
1-16-19-500-4					MILLVILLE AREA S D	1985-86	1,527,809	21,825	523	15.97	276	13.00	396	5.76	252	41	32	73
1-16-19-750-3					SOUTH COLUMBIA AREA S D	1985-86	1,697,570	21,488	545	14.82	412	13.30	362	5.74	271	45	34	79
1-05-20-103-3					CONNEAUT S D	1985-86	4,518,696	23,054	415	15.21	370	13.71	325	6.02	76	115	85	200
1-05-20-135-2					CRAWFORD CENTRAL S D	1985-86	7,684,573	23,500	365	15.68	320	13.21	372	5.65	357	208	128	336
1-05-20-140-7					CRAWFORD CO AVTS	1985-86	663,876	23,709	351	10.24	580	9.07	559	4.04	576	6	23	29
1-05-20-470-3					PENNCREST S D	1985-86	6,260,573	23,535	360	16.34	234	14.88	183	5.84	185	149	127	276
1-15-21-050-3					BIG SPRING S D	1985-86	4,475,282	24,190	307	15.78	306	13.63	331	5.89	159	112	83	195
1-15-21-100-3					CAMP HILL S D	1985-86	2,050,222	25,952	184	19.63	24	15.46	140	5.95	114	43	39	82
1-15-21-110-3					CARLISLE AREA S D	1985-86	8,534,142	25,174	234	16.15	257	13.51	342	5.94	123	207	159	366
1-15-21-160-3					CUMBERLAND VALLEY S D	1985-86	10,456,766	25,076	242	15.22	369	12.54	441	5.90	151	249	179	428
1-15-21-165-7					CUMBRLND PERRY AVTS	1985-86	787,521	23,864	338	12.39	537	10.86	525	3.96	579	10	26	36
1-15-21-250-3					EAST PENNSBORO AREA S D	1985-86	4,065,917	25,098	240	16.30	240	14.18	265	5.69	327	86	78	164

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SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	INT NO.	C T Y	D I S	C L S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-15-21-650-3					MECHANICSBURG AREA S D	1985-86	6,091,391	26,031	177	16.49	214	14.25	261	5.99	96	132	111	243
1-15-21-800-3					SHIPPENSBURG AREA S D	1985-86	4,037,780	23,475	368	16.20	248	13.83	310	6.13	46	97	76	173
1-15-21-830-3					SOUTH MIDDLETON S D	1985-86	2,411,121	23,408	372	14.70	426	12.30	465	5.83	195	60	46	106
1-15-21-900-2					WEST SHORE S D	1985-86	12,653,132	24,426	290	15.96	279	13.14	380	5.74	269	296	232	528
1-15-22-140-2					CENTRAL DAUPHIN S D	1985-86	14,761,037	24,119	313	16.86	183	14.58	214	5.67	340	363	256	619
1-15-22-160-7					DAUPHIN CO AVTS	1985-86	1,538,210	23,306	387	14.06	483	9.85	548	4.51	552	20	47	67
1-15-22-175-3					DERRY TWP S D	1985-86	4,226,190	25,927	187	16.96	171	13.58	335	6.08	60	92	71	163
1-15-22-250-4					HALIFAX AREA S D	1985-86	1,716,273	21,453	547	15.04	391	11.78	500	5.80	220	43	39	82
1-15-22-275-2					HARRISBURG CITY S D	1985-86	14,388,399	24,553	280	16.40	220	14.38	238	5.50	478	370	217	587
1-15-22-280-7					HBG STLTN HGHSPRE AVTS	1985-86	800,849	24,268	298	11.30	561	8.88	564	4.35	567	13	20	33
1-15-22-400-3					LOWER DAUPHIN S D	1985-86	5,255,372	23,253	393	13.32	521	12.04	482	5.68	331	126	107	233
1-15-22-600-3					MIDDLETOWN AREA S D	1985-86	3,982,464	23,289	388	15.94	286	13.81	311	5.57	430	100	78	178
1-15-22-610-3					MILLERSBURG AREA S D	1985-86	1,317,868	19,380	594	14.40	451	12.51	442	5.39	512	42	33	75
1-15-22-800-3					STEELTON HGHSPIRE S D	1985-86	1,922,670	22,356	479	14.30	463	12.89	413	5.47	480	44	45	89
1-15-22-830-3					SUSQUEHANNA TWP S D	1985-86	3,277,114	24,274	296	18.00	91	14.43	229	5.91	145	85	53	138
1-15-22-900-3					UPPER DAUPHIN AREA S D	1985-86	1,917,576	20,185	585	13.88	489	11.77	503	5.65	360	51	51	102
1-25-23-123-2					CHESTER-UPLAND S D	1985-86	14,202,138	25,869	192	16.87	181	15.86	117	5.49	481	382	171	553
1-25-23-130-3					CHICHESTER S D	1985-86	6,770,898	28,935	67	14.75	421	12.99	400	5.70	320	149	91	240
1-25-23-240-7					DELAWARE CO AVTS	1985-86	2,490,053	30,366	44	13.77	494	11.79	499	4.27	571	22	64	86
1-25-23-410-3					GARNET VALLEY S D	1985-86	3,206,603	28,377	79	16.16	255	12.96	407	5.86	175	64	50	114
1-25-23-450-2					HAVERFORD TWP SCH DIST	1985-86	9,896,273	30,171	45	17.16	156	14.69	199	6.64	7	196	138	334
1-25-23-510-3					INTERBORO S D	1985-86	5,710,926	28,989	65	16.03	268	14.36	244	6.01	84	112	91	203
1-25-23-550-2					MARPLE NEWTOWN S D	1985-86	7,850,876	31,403	30	19.79	20	17.10	34	6.30	28	148	113	261
1-25-23-690-3					PENN-DELCO S D	1985-86	6,132,941	29,485	56	17.29	140	16.13	87	6.21	37	124	97	221
1-25-23-760-3					RADNOR TOWNSHIP S D	1985-86	6,752,853	33,429	13	18.18	75	14.50	223	6.10	53	135	85	220
1-25-23-770-2					RIDLEY S D	1985-86	8,980,707	32,188	20	18.48	61	17.22	29	6.62	8	159	120	279
1-25-23-790-3					ROSE TREE MEDIA S D	1985-86	6,708,980	29,425	57	17.65	111	14.73	195	6.05	70	150	96	246
1-25-23-840-2					SOUTHEAST DELCO S D	1985-86	7,145,758	28,813	70	15.15	376	14.04	282	5.85	180	157	97	254
1-25-23-850-2					SPRINGFIELD S D	1985-86	5,932,518	30,423	43	18.11	79	14.74	194	6.33	24	121	81	202
1-25-23-945-2					UPPER DARBY S D	1985-86	14,870,536	28,163	89	16.36	231	14.06	279	6.07	65	337	206	543
1-25-23-960-3					WALLINGFRD SWARTHMR S D	1985-86	5,938,758	27,881	97	16.57	208	12.15	473	6.10	54	124	94	218
1-25-23-965-2					WILLIAM PENN S D	1985-86	9,052,356	28,200	87	15.06	387	12.44	449	6.02	80	206	127	333
1-09-24-350-3					JOHNSONBURG AREA S D	1985-86	1,293,030	22,293	491	18.05	84	16.24	79	5.50	474	24	35	59
1-09-24-600-3					RIDGWAY AREA S D	1985-86	1,732,699	22,214	498	16.93	175	15.10	163	5.79	226	45	42	87
1-09-24-800-3					ST MARYS AREA S D	1985-86	3,505,247	23,684	352	17.40	131	15.60	131	5.63	380	77	72	149
1-05-25-145-3					CORRY AREA S D 1/	1985-86	3,928,424	22,320	488	14.97	396	12.48	443	5.53	458	101	81	182
1-05-25-260-2					ERIE CITY S D	1985-86	21,433,195	26,460	153	17.20	150	15.83	118	5.81	209	459	377	836
1-05-25-280-7					ERIE CO AVTS	1985-86	894,401	24,844	257	13.67	502	11.94	490	4.30	570	6	30	36
1-05-25-330-3					FAIRVIEW S D	1985-86	2,784,645	26,024	180	17.39	133	14.89	181	5.91	142	54	53	107
1-05-25-355-3					FORT LEBOEUF S D	1985-86	2,673,428	22,465	471	14.55	438	13.30	361	5.73	278	79	53	132
1-05-25-390-3					GENERAL MCLANE S D	1985-86	3,471,929	22,992	424	14.47	445	11.84	494	5.92	132	102	50	152
1-05-25-405-3					GIRARD S D 1/	1985-86	2,262,415	24,068	316	16.10	262	13.97	290	5.94	121	60	43	103
1-05-25-435-3					HARBOR CREEK S D	1985-86	3,642,195	25,118	239	16.16	253	14.25	259	5.83	193	81	67	148
1-05-25-655-3					IROQUOIS S D	1985-86	2,153,949	23,932	330	16.15	256	14.12	270	5.95	112	55	40	95
1-05-25-760-2					MILLCREEK TOWNSHIP S D	1985-86	9,256,797	24,619	275	16.18	250	13.92	296	6.01	81	249	139	388
1-05-25-830-3					NORTH EAST S D	1985-86	2,363,093	22,293	490	13.85	490	11.38	512	5.66	349	67	42	109
1-05-25-850-3					NORTHWESTERN S D	1985-86	2,591,758	22,342	484	14.74	423	13.15	378	5.89	158	71	45	116
1-05-25-910-3					UNION CITY AREA S D	1985-86	1,960,226	23,336	385	15.30	363	13.85	304	5.62	388	48	39	87
1-05-25-970-3					WATTSBURG AREA S D	1985-86	2,714,737	24,679	268	16.46	217	14.42	230	5.78	229	67	45	112

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	INT UNT NO.	C T Y	D I S	C L S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-01-26-030-3					ALBERT GALLATIN A S D	1985-86	6,596,243	24,797	262	17.19	152	16.51	64	5.60	403	155	121	276
1-01-26-080-3					BROWNSVILLE AREA S D	1985-86	4,625,817	25,277	229	17.28	141	16.76	44	5.56	432	117	69	186
1-01-26-130-2					CONNELLSVILLE AREA S D	1985-86	10,008,471	26,338	160	16.96	170	16.04	97	5.56	433	244	149	393
1-01-26-250-7					FAYETTE CO AVTS	1985-86	712,230	25,436	219	14.14	474	11.79	498	4.86	538	7	21	28
1-01-26-290-3					FRAZIER S D	1985-86	2,236,158	24,573	279	17.24	145	16.14	84	5.62	386	54	37	91
1-01-26-400-3					LAUREL HIGHLANDS S D	1985-86	6,547,888	27,512	110	17.93	92	16.61	59	5.53	457	137	109	246
1-01-26-600-7					NORTH FAYETTE CO AVTS	1985-86	407,150	23,950	328	8.35	594	8.18	575	3.67	591	5	12	17
1-01-26-800-3					UNIONTOWN AREA S D	1985-86	5,928,702	25,889	189	17.48	126	15.63	128	5.37	519	137	100	237
1-06-27-200-3					FOREST AREA S D	1985-86	1,441,830	22,182	499	15.08	384	14.23	262	5.67	339	38	27	65
1-12-28-130-2					CHAMBERSBURG AREA S D	1985-86	11,446,384	23,407	373	16.72	192	14.06	277	5.98	99	320	174	494
1-12-28-200-4					FANNETT METAL S D	1985-86	788,926	19,723	590	12.24	541	10.76	528	5.91	144	30	11	41
1-12-28-230-7					FRANKLIN CO AVTS	1985-86	1,152,019	26,182	171	11.71	556	9.96	547	4.47	556	9	36	45
1-12-28-300-3					GREENCASTLE ANTRIM S D	1985-86	3,011,917	21,984	515	15.73	314	14.42	231	5.59	414	87	56	143
1-12-28-600-3					TUSCARORA S D	1985-86	3,889,030	22,096	505	15.08	385	13.23	364	5.66	352	108	73	181
1-12-28-900-3					WAYNESBORO AREA S D	1985-86	6,210,863	22,750	449	14.84	411	12.47	445	5.71	305	168	116	284
1-11-29-130-4					CENTRAL FULTON S D	1985-86	1,347,752	21,058	567	15.53	334	13.73	322	5.56	438	39	25	64
1-11-29-230-4					FORBES ROAD S D	1985-86	837,317	19,936	588	15.95	283	14.41	233	5.75	257	25	19	44
1-11-29-750-4					SOUTHERN FULTON S D	1985-86	1,240,000	20,666	575	15.40	351	13.94	294	5.70	314	31	32	63
1-01-30-130-3					CARMICHAELS AREA S D	1985-86	2,066,905	24,316	294	13.80	492	12.82	427	5.55	443	50	38	88
1-01-30-140-3					CENTRAL GREENE S D	1985-86	3,984,543	23,717	350	13.76	495	11.90	491	5.46	491	112	62	174
1-01-30-260-7					GREENE CO AVTS	1985-86	247,025	20,585	576	9.33	589	7.58	584	3.14	594	5	7	12
1-01-30-350-3					JEFFERSON-MORGAN S D	1985-86	1,878,128	25,041	244	16.77	187	15.09	165	5.50	471	47	30	77
1-01-30-650-3					SOUTHEASTERN GREENE S D	1985-86	1,577,496	23,901	334	14.65	430	13.53	340	5.33	524	36	30	66
1-01-30-850-3					WEST GREENE S D	1985-86	1,886,380	23,004	420	14.23	467	12.34	462	5.38	515	42	40	82
1-11-31-250-3					HUNTINGDON AREA S D	1985-86	3,841,589	22,078	506	15.48	343	13.83	309	5.64	367	99	83	182
1-11-31-260-7					HUNTINGDON CO AVTS	1985-86	449,742	21,416	550	9.95	582	6.29	590	3.79	584	7	14	21
1-11-31-280-4					JUNIATA VALLEY S D	1985-86	1,501,941	22,417	474	17.23	148	14.72	196	5.42	509	39	30	69
1-11-31-600-3					MOUNT UNION AREA S D	1985-86	2,535,798	21,489	544	17.13	161	15.70	126	5.56	439	69	54	123
1-11-31-750-3					SO HUNTINGDON CO S D	1985-86	1,978,296	19,982	587	15.04	390	13.50	344	5.61	398	62	39	101
1-28-32-110-3					BLAIRSVLE SALTSBG S D 1/	1985-86	3,542,219	22,001	511	14.42	450	12.72	430	5.75	262	91	71	162
1-28-32-330-3					HOMER-CENTER S D	1985-86	1,749,572	22,430	472	14.06	484	12.28	466	5.44	503	46	35	81
1-28-32-370-3					INDIANA AREA S D	1985-86	6,229,706	24,526	283	15.09	383	12.06	481	5.85	181	160	105	265
1-28-32-420-7					INDIANA CO AVTS	1985-86	473,675	23,683	353	8.90	592	5.30	593	4.40	562	5	15	20
1-28-32-520-3					MARION CENTER AREA S D	1985-86	2,762,725	23,216	398	14.95	403	12.87	418	5.77	245	76	43	119
1-28-32-630-3					PENNS MANOR AREA S D	1985-86	1,727,405	23,343	383	15.00	395	12.83	426	5.54	456	40	37	77
1-28-32-730-3					PURCHASE LINE S D	1985-86	2,414,144	22,353	481	14.33	462	13.12	385	5.66	354	70	43	113
1-28-32-800-3					UNITED S D	1985-86	2,415,668	22,576	458	14.79	415	13.13	383	5.68	335	60	47	107
1-06-33-070-3					BROCKWAY AREA S D	1985-86	2,172,070	23,355	382	16.50	212	14.52	220	5.62	390	58	36	94
1-06-33-080-3					BROOKVILLE AREA S D	1985-86	3,183,810	23,583	355	15.88	293	13.52	341	5.72	289	84	59	143
1-06-33-340-7					JEFFERSON CO DUBOIS AVT	1985-86	1,026,615	25,039	245	13.68	499	11.98	487	4.35	566	7	34	41
1-06-33-800-3					PUNXSUTAWNEY AREA S D	1985-86	5,591,075	24,203	305	15.04	389	13.83	308	5.55	444	124	111	235
1-11-34-360-3					JUNIATA COUNTY S D	1985-86	3,901,545	21,796	525	14.53	440	13.34	358	5.49	480	100	89	189
1-19-35-030-3					ABINGTON HEIGHTS S D	1985-86	5,499,114	24,549	281	15.57	332	13.49	346	6.34	23	131	101	232

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

T INT C D C Y UNT T I L P NO. Y S S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-19-35-130-3	CARBONDALE AREA S D	1985-86	2,215,021	21,715	528	14.39	455	13.49	347	5.61	401	62	41	103
1-19-35-220-3	DUNMORE S D	1985-86	2,602,863	26,028	178	17.53	120	16.51	65	6.02	79	41	63	104
1-19-35-420-7	LACKAWANNA CO AVTS	1985-86	1,202,699	23,128	405	13.18	523	11.60	508	4.52	551	10	45	55
1-19-35-460-3	LAKELAND S D	1985-86	2,038,300	22,398	477	14.94	404	13.11	386	5.78	235	51	43	94
1-19-35-550-3	MID VALLEY S D	1985-86	2,015,989	22,153	500	14.75	420	13.29	363	5.70	318	50	43	93
1-19-35-650-3	NORTH POCONO S D	1985-86	4,097,041	23,820	343	15.40	353	14.00	287	5.97	104	106	71	177
1-19-35-660-3	OLD FORGE S D	1985-86	1,588,063	24,061	317	15.00	394	13.32	360	5.55	447	26	40	66
1-19-35-700-3	RIVERSIDE S D	1985-86	2,553,541	23,004	421	16.62	205	15.93	111	5.59	417	53	60	113
1-19-35-740-2	SCRANTON CITY S D	1985-86	18,265,611	24,716	265	16.44	219	15.67	127	5.95	116	513	267	780
1-19-35-840-3	VALLEY VIEW S D	1985-86	3,017,190	23,031	417	15.65	324	14.93	179	5.51	470	69	67	136
1-13-36-130-3	COCALICO S D	1985-86	3,404,356	24,144	311	16.01	270	14.44	228	5.72	290	80	65	145
1-13-36-150-3	COLUMBIA BORO S D	1985-86	1,946,564	22,900	436	15.35	359	13.43	350	5.84	188	54	34	88
1-13-36-170-3	CONESTOGA VALLEY S D	1985-86	5,411,842	26,271	163	18.50	59	16.04	98	5.82	202	103	104	207
1-13-36-220-3	DONEGAL S D	1985-86	3,283,500	23,622	354	15.70	318	13.43	351	6.00	88	83	56	139
1-13-36-230-3	EASTERN LANCASTER CO SD	1985-86	4,978,357	25,399	220	17.73	105	16.01	103	6.08	59	110	97	207
1-13-36-240-3	ELIZABETHTOWN AREA S D	1985-86	3,623,497	23,227	397	14.10	479	12.26	467	5.69	325	101	59	160
1-13-36-260-3	EPHRATA AREA S D	1985-86	5,021,659	24,142	312	15.95	284	14.06	278	5.69	326	129	86	215
1-13-36-310-3	HEMPFIELD S D	1985-86	7,889,713	25,126	238	15.96	278	13.40	355	5.80	218	191	130	321
1-13-36-360-3	LAMPETER-STRASBG S D	1985-86	2,838,864	24,263	300	15.78	305	13.49	345	5.74	267	73	52	125
1-13-36-380-7	LANCASTER CO AVTS	1985-86	2,219,273	25,805	199	12.70	531	11.13	519	4.17	572	17	70	87
1-13-36-400-2	LANCASTER S D	1985-86	17,270,731	24,885	251	14.75	418	12.77	428	5.68	330	435	272	707
1-13-36-440-3	MANHEIM CENTRAL S D	1985-86	4,316,077	23,978	323	15.30	365	13.75	319	5.70	317	111	71	182
1-13-36-450-3	MANHEIM TWP S D	1985-86	6,997,214	25,819	196	16.65	198	13.72	324	5.99	95	162	120	282
1-13-36-520-3	PENN MANOR S D	1985-86	5,795,597	23,752	348	14.85	408	12.98	401	5.81	213	142	102	244
1-13-36-530-3	PEQUEA VALLEY S D	1985-86	2,975,776	23,248	395	15.31	362	13.63	330	5.84	189	84	50	134
1-13-36-700-3	SOLANCO S D	1985-86	4,700,692	23,386	379	14.39	453	12.43	452	5.63	382	121	91	212
1-13-36-900-3	WARWICK S D	1985-86	4,537,961	24,267	299	15.87	294	12.30	464	5.81	214	116	76	192
1-04-37-200-3	ELLWOOD CITY AREA S D	1985-86	3,466,793	25,491	214	19.09	37	17.07	35	5.76	248	72	66	138
1-04-37-400-3	LAUREL S D	1985-86	1,877,033	22,345	482	13.34	519	12.14	474	5.84	183	50	37	87
1-04-37-420-7	LAWRENCE CO AVTS	1985-86	1,263,544	25,270	230	15.88	291	14.27	256	5.56	435	10	41	51
1-04-37-500-3	MOHAWK AREA S D	1985-86	2,806,572	24,404	291	18.00	90	16.64	54	5.67	337	65	54	119
1-04-37-520-3	NESHANNOCK TWP S D	1985-86	2,287,901	26,297	162	18.92	42	16.03	99	5.71	301	39	49	88
1-04-37-530-2	NEW CASTLE AREA S D	1985-86	8,008,957	26,258	164	17.63	112	16.49	69	5.87	165	184	129	313
1-04-37-620-3	SHENANGO AREA S D	1985-86	2,162,137	23,248	394	17.33	137	15.74	124	5.63	373	57	42	99
1-04-37-700-3	UNION AREA S D	1985-86	1,720,684	23,571	356	17.11	163	15.35	149	5.73	277	39	36	75
1-04-37-800-3	WILMINGTON AREA S D	1985-86	2,362,601	23,392	378	15.51	335	13.80	312	5.63	374	68	38	106
1-13-38-030-3	ANNVILLE-CLEONA S D	1985-86	2,524,254	20,861	572	16.10	263	13.42	352	5.63	383	80	41	121
1-13-38-130-3	CORNWALL-LEBANON S D	1985-86	5,667,208	23,912	332	16.29	242	14.36	241	5.79	227	140	105	245
1-13-38-230-3	EASTERN LEBANON CO S D	1985-86	3,466,602	23,265	390	16.76	190	14.74	193	5.44	500	84	69	153
1-13-38-430-7	LEBANON CO AVTS	1985-86	1,054,005	23,954	327	12.35	538	10.54	533	3.81	581	10	36	46
1-13-38-460-3	LEBANON S D	1985-86	5,878,095	23,233	396	15.94	285	13.86	303	5.60	406	154	109	263
1-13-38-500-3	NORTHERN LEBANON S D	1985-86	3,389,416	21,867	521	14.75	419	13.47	348	5.43	506	89	69	158
1-13-38-530-3	PALMYRA AREA S D	1985-86	3,705,584	23,906	333	16.54	210	14.84	185	5.71	307	82	78	160
1-21-39-030-2	ALLENTOWN CITY S D	1985-86	23,227,399	27,071	125	15.80	303	13.92	297	5.76	253	548	362	910
1-21-39-130-3	CATASAUQUA AREA S D	1985-86	3,083,921	27,291	114	15.58	331	14.01	285	5.89	160	52	64	116
1-21-39-230-3	EAST PENN S D	1985-86	9,330,211	27,522	108	16.45	218	14.10	275	5.83	196	190	156	346
1-21-39-300-7	LEHIGH CO AVTS	1985-86	2,714,740	26,356	159	13.65	506	10.37	537	4.57	548	19	84	103
1-21-39-450-3	NORTHERN LEHIGH S D	1985-86	2,909,866	24,870	253	14.11	477	12.39	456	5.74	273	66	57	123
1-21-39-460-3	NORTHWESTERN LEHIGH S D	1985-86	3,035,675	26,397	158	15.80	304	12.97	405	5.72	296	62	54	116

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	INT NO.	C D T Y	I	C L S S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1	21-39-510-3				PARKLAND S D	1985-86	9,674,904	27,721	104	15.69	319	14.62	208	5.85	179	187	174	361
1	21-39-560-3				SALISBURY TWP S D	1985-86	3,397,225	28,790	71	17.30	139	15.26	154	5.74	274	71	53	124
1	21-39-570-3				SOUTHERN LEHIGH S D	1985-86	4,280,650	28,162	90	16.95	174	14.71	197	5.95	117	85	76	161
1	21-39-780-3				WHITEHALL COPLAY S D	1985-86	4,897,181	28,307	83	17.57	117	15.92	112	5.65	365	86	94	180
1	18-40-140-3				CRESTWOOD S D	1985-86	3,208,646	25,876	190	16.87	180	14.98	177	5.91	146	72	54	126
1	18-40-160-3				DALLAS S D	1985-86	4,196,001	26,556	149	17.40	132	15.04	170	5.94	124	91	67	158
1	18-40-260-3				GREATER NANTICOKE A S D	1985-86	3,652,642	24,847	256	17.18	154	16.08	94	5.56	441	66	86	152
1	18-40-300-3				HANOVER AREA S D	1985-86	2,951,214	24,800	261	15.50	339	14.60	209	5.53	461	68	51	119
1	18-40-330-2				HAZLETON AREA S D	1985-86	14,198,565	25,445	217	16.04	267	15.01	173	6.23	32	262	306	568
1	18-40-390-3				LAKE LEHMAN S D	1985-86	3,368,006	22,756	448	14.42	448	12.99	399	5.66	353	83	65	148
1	18-40-600-3				NORTHWEST AREA S D	1985-86	2,404,987	23,811	344	14.40	452	12.71	431	5.48	486	54	48	102
1	18-40-660-2				PITTSTON AREA S D	1985-86	5,142,214	24,486	287	16.65	199	16.25	78	5.80	221	114	102	216
1	18-40-860-7				WILKES BARRE AVTS	1985-86	1,314,168	26,819	139	13.55	510	11.78	502	5.17	532	16	35	51
1	18-40-870-7				WEST SIDE AVTS	1985-86	1,241,485	26,988	130	14.57	436	13.77	315	5.19	530	15	32	47
1	18-40-885-2				WILKES BARRE AREA S D	1985-86	13,822,194	26,178	172	17.20	151	15.56	134	5.90	152	299	259	558
1	18-40-920-3				WYOMING AREA S D	1985-86	3,978,894	27,252	120	19.30	30	17.78	16	5.85	178	75	73	148
1	18-40-930-2				WYOMING VALY WEST S D	1985-86	9,338,223	26,604	147	17.43	130	16.05	96	5.92	136	216	147	363
1	17-41-200-3				EAST LYCOMING S D	1985-86	2,335,922	24,081	314	15.82	300	13.77	314	5.58	427	52	45	97
1	17-41-400-3				JERSEY SHORE AREA S D	1985-86	4,673,049	23,842	340	17.87	99	15.21	157	5.74	272	109	87	196
1	17-41-420-3				LOYALSOCK TOWNSHIP S D	1985-86	2,249,359	24,186	308	18.70	69	16.63	57	5.61	400	44	49	93
1	17-41-500-4				MONTGOMERY AREA S D	1985-86	1,323,213	21,342	556	15.14	378	13.03	394	5.28	528	34	31	65
1	17-41-510-3				MONTOURSVILLE AREA S D	1985-86	3,154,617	23,541	359	17.91	93	16.11	88	5.68	332	69	69	138
1	17-41-530-3				MUNCY S D	1985-86	1,719,317	22,622	457	16.62	204	14.28	252	5.54	453	41	37	78
1	17-41-610-3				SO WILLIAMSPORT A S D	1985-86	2,073,524	22,538	463	18.06	82	16.63	58	5.48	485	50	44	94
1	17-41-720-2				WILLIAMSPORT AREA S D	1985-86	11,490,330	23,888	336	16.33	236	14.37	239	5.59	416	259	228	487
1	09-42-010-7				SENECA HIGHLANDS AVTS	1985-86	193,545	21,505	541	10.33	578	5.89	591	5.17	531	3	6	9
1	09-42-080-3				BRADFORD AREA S D[1/]	1985-86	5,532,120	21,442	548	15.99	272	14.52	221	5.45	496	158	111	269
1	09-42-230-3				KANE AREA S D	1985-86	2,203,359	22,033	509	14.47	446	12.63	436	5.77	240	56	46	102
1	09-42-600-3				OTTO ELDRED S D	1985-86	1,393,975	20,499	577	13.34	520	12.03	484	5.53	460	38	30	68
1	09-42-630-3				PORT ALLEGANY S D	1985-86	1,845,644	23,362	380	16.95	173	15.08	166	5.56	437	40	39	79
1	09-42-750-3				SMETHPORT AREA S D	1985-86	1,837,474	22,968	427	16.30	239	14.83	187	6.00	86	39	41	80
1	04-43-130-4				COMMODORE PERRY S D	1985-86	1,172,806	22,996	423	15.84	296	13.41	353	5.91	140	28	23	51
1	04-43-250-3				FARRELL AREA S D	1985-86	2,317,836	25,193	232	18.79	47	17.70	20	5.88	161	44	54	98
1	04-43-280-3				GREENVILLE AREA S D	1985-86	2,916,164	25,370	222	17.88	96	15.81	120	5.84	186	64	49	113
1	04-43-290-3				GROVE CITY AREA S D	1985-86	3,933,761	23,986	321	16.10	261	13.87	302	5.91	141	84	81	165
1	04-43-330-3				HERMITAGE S D	1985-86	4,054,247	27,028	127	19.22	32	16.72	49	5.88	162	81	71	152
1	04-43-360-4				JAMESTOWN AREA S D	1985-86	1,102,425	22,967	428	13.15	524	10.63	530	6.00	85	31	17	48
1	04-43-390-3				LAKEVIEW S D	1985-86	2,078,357	24,166	309	15.58	329	13.75	317	5.63	375	51	42	93
1	04-43-500-3				MERCER AREA S D	1985-86	2,358,775	23,826	342	15.88	292	14.01	284	5.70	311	56	44	100
1	04-43-510-7				MERCER CO AVTS	1985-86	1,025,847	22,796	443	9.42	587	7.84	578	3.80	582	15	30	45
1	04-43-530-3				REYNOLDS S D	1985-86	2,867,708	25,155	236	17.70	106	15.94	108	5.79	225	59	56	115
1	04-43-560-3				SHARON CITY S D	1985-86	4,080,489	25,503	213	18.21	74	16.52	62	6.06	66	100	64	164
1	04-43-570-3				SHARPSVILLE AREA S D	1985-86	2,076,423	25,634	204	18.05	83	16.56	60	6.14	45	47	39	86
1	04-43-750-3				WEST MIDDLESEX AREA S D[1/]	1985-86	2,126,986	24,732	264	16.86	182	14.93	178	5.62	387	52	38	90
1	11-44-420-7				JUNIATA MIFFLIN CO AVTS	1985-86	419,130	22,059	507	13.48	514	12.14	475	3.00	596	5	16	21
1	11-44-460-2				MIFFLIN COUNTY S D	1985-86	9,862,864	22,015	510	15.99	273	14.68	201	5.59	413	281	205	486
1	20-45-200-3				EAST STROUDSBG AREA S D	1985-86	4,434,864	25,055	243	14.80	414	12.35	461	5.78	236	109	74	183

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	INT UNT NO.	C T Y	D I S	C L S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-20-45-450-7					MONROE CO AVTS	1985-86	694,813	26,723	141	11.19	562	9.54	553	4.42	558	7	19	26
1-20-45-520-3					PLEASANT VALLEY S D	1985-86	3,299,468	22,912	434	11.90	552	10.18	540	5.54	455	82	68	150
1-20-45-540-3					POCONO MOUNTAIN S D	1985-86	6,267,813	24,579	278	13.66	504	10.71	529	5.67	343	166	100	266
1-20-45-600-3					STROUDSBURG AREA S D	1985-86	4,807,083	25,844	195	16.10	264	14.28	253	6.00	91	115	77	192
1-23-46-030-2					ABINGTON S D	1985-86	16,132,188	38,779	1	20.72	9	18.11	13	6.60	10	227	211	438
1-23-46-095-7					CENTRAL MONTGOMERY AVTS	1985-86	1,108,903	29,181	61	13.46	516	10.95	523	4.33	568	6	33	39
1-23-46-130-2					CHELTENHAM TWP S D	1985-86	10,614,631	34,802	6	20.18	11	16.33	76	7.16	1	166	147	313
1-23-46-160-2					COLONIAL S D	1985-86	10,049,818	35,892	3	20.48	10	17.30	27	6.83	3	144	149	293
1-23-46-350-7					E MONTGOMERY CO AVTS	1985-86	1,173,078	30,870	35	12.68	533	9.25	556	4.36	565	14	26	40
1-23-46-360-3					HATBORO HORSHAM S D	1985-86	6,185,012	30,468	42	16.49	215	14.63	205	6.27	30	119	94	213
1-23-46-380-3					JENKINTOWN S D	1985-86	1,390,799	29,591	54	17.04	167	13.55	338	6.50	14	27	20	47
1-23-46-450-2					LOWER MERION S D 1/	1985-86	13,869,284	30,481	41	18.37	65	15.45	143	6.41	21	259	198	457
1-23-46-460-3					LOWER MORELAND TWP S D	1985-86	3,912,748	30,008	47	14.42	449	12.31	463	6.64	6	87	51	138
1-23-46-530-3					METHACTON S D	1985-86	7,238,513	28,95[illegible]	[illegible]	16.39	223	13.84	307	5.96	110	143	121	264
1-23-46-550-7					NORTH MONTCO AVTS	1985-86	917,310	29,590	55	14.97	398	12.88	417	4.10	574	6	28	34
1-23-46-560-2					NORRISTOWN AREA S D	1985-86	12,285,460	26,591	148	14.18	472	12.20	470	5.94	126	316	174	490
1-23-46-570-2					NORTH PENN S D	1985-86	17,484,830	28,384	78	16.38	228	13.92	298	6.01	83	396	226	622
1-23-46-610-3					PERKIOMEN VALLEY S D	1985-86	3,995,853	25,451	216	15.50	340	13.00	397	5.88	164	91	71	162
1-23-46-630-3					POTTSGROVE S D	1985-86	4,586,233	26,058	176	14.69	427	12.92	410	5.71	309	105	75	180
1-23-46-640-3					POTTSTOWN S D	1985-86	5,335,578	26,545	150	16.24	246	14.75	191	5.72	298	114	96	210
1-23-46-710-3					SOUDERTON AREA S D	1985-86	7,993,760	27,756	102	15.83	298	14.07	276	6.06	67	192	119	311
1-23-46-720-3					SPRINGFIELD TWP S D	1985-86	5,066,130	34,699	7	21.59	2	18.47	8	6.51	12	85	62	147
1-23-46-730-3					SPRING FORD AREA S D	1985-86	6,059,945	26,933	134	15.19	373	14.04	281	6.46	17	131	94	225
1-23-46-830-3					UPPER DUBLIN S D	1985-86	7,536,364	33,346	14	19.15	35	16.75	45	6.50	15	131	102	233
1-23-46-840-2					UPPER MERION AREA S D	1985-86	8,537,360	31,855	23	18.29	70	14.63	206	6.10	51	179	95	274
1-23-46-850-3					U MORELAND TWP S D	1985-86	6,161,263	29,621	53	15.75	311	12.94	409	5.91	148	124	94	218
1-23-46-860-3					UPPER PERKIOMEN S D	1985-86	4,735,676	27,061	126	15.24	368	13.22	370	6.05	69	101	82	183
1-23-46-900-7					WEST MTGMRY CO AVTS	1985-86	599,165	28,531	75	11.90	553	10.05	542	4.63	547	2	19	21
1-23-46-930-3					WISSAHICKON S D	1985-86	7,675,202	31,715	26	17.14	160	14.55	218	5.99	97	131	120	251
1-16-47-180-3					DANVILLE AREA S D	1985-86	4,105,502	23,064	414	15.35	360	12.96	406	5.48	483	100	81	181
1-20-48-080-3					BANGOR AREA S D 1/	1985-86	3,752,139	23,747	349	16.00	271	13.91	299	5.65	363	95	68	163
1-20-48-100-2					BETHLEHEM AREA S D	1985-86	19,761,506	26,704	142	14.90	405	12.86	419	5.91	147	447	315	762
1-20-48-110-7					BETHLEHEM AVTS	1985-86	1,412,372	28,823	69	12.49	536	10.57	532	3.72	587	8	43	51
1-20-48-300-7					EAST NORTHAMPTON AVTS	1985-86	747,358	21,353	555	12.73	530	11.38	514	4.03	577	9	28	37
1-20-48-330-2					EASTON AREA S D	1985-86	10,991,556	27,274	118	17.10	165	15.43	145	5.65	364	240	183	423
1-20-48-480-3					NAZARETH AREA S D	1985-86	4,764,363	27,699	105	16.15	258	14.56	217	5.80	222	89	87	176
1-20-48-490-3					NORTHAMPTON AREA S D	1985-86	8,222,390	26,958	131	15.41	350	14.11	274	5.62	395	168	141	309
1-20-48-560-3					PEN ARGYL AREA S D	1985-86	2,737,815	25,350	225	16.34	235	14.60	210	5.64	370	61	49	110
1-20-48-600-3					SAUCON VALLEY S D	1985-86	2,907,151	26,918	136	16.96	172	14.29	248	6.00	92	55	61	116
1-20-48-860-3					WILSON AREA S D	1985-86	2,962,407	26,930	135	17.12	162	15.33	150	5.73	285	58	59	117
1-16-49-350-3					LINE MOUNTAIN S D	1985-86	2,281,442	21,321	558	15.42	348	12.99	398	5.61	399	62	48	110
1-16-49-500-3					MILTON AREA S D	1985-86	4,076,205	22,520	467	15.02	392	12.21	468	5.36	520	110	74	184
1-16-49-510-3					MOUNT CARMEL AREA S D	1985-86	2,016,575	21,005	568	15.76	309	14.12	271	5.35	522	52	48	100
1-16-49-520-7					NORTHBRLND CO AVTS	1985-86	355,649	19,758	589	13.67	503	12.83	425	3.06	595	2	16	18
1-16-49-650-3					SHAMOKIN AREA S D	1985-86	3,529,163	22,916	433	17.14	159	15.86	116	5.58	426	72	87	159
1-16-49-660-3					SHIKELLAMY S D	1985-86	5,510,476	22,309	489	15.06	336	12.98	403	5.62	393	154	101	255
1-16-49-800-3					WARRIOR RUN S D	1985-86	2,834,935	22,322	487	15.71	317	14.36	242	5.54	452	73	62	135
1-15-50-300-4					GREENWOOD S D	1985-86	1,159,972	21,480	546	13.50	512	11.98	488	5.63	384	30	24	54

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TYP	INT NO.	C T Y	D I S	C L S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-15-50-400-3					NEWPORT S D	1985-86	1,811,836	20,825	573	12.89	528	11.23	517	5.63	385	54	34	88
1-15-50-600-3					SUSQUENITA S D	1985-86	3,014,263	21,685	532	13.27	522	11.38	513	5.52	466	80	62	142
1-15-50-800-3					WEST PERRY S D	1985-86	3,246,197	22,387	478	16.16	254	14.32	247	5.64	369	73	72	145
1-26-51-500-1					PHILADELPHIA CITY S D	1985-86	417,159,958	31,061	33	14.27	465	14.21	264	6.49	16	8,606	4,825	13,431
1-20-52-200-3					DELAWARE VALLEY S D	1985-86	3,136,011	23,403	374	12.68	532	10.52	534	5.44	502	74	62	136
1-09-53-030-4					AUSTIN AREA S D[1/]	1985-86	521,124	21,713	529	15.63	326	12.83	423	5.42	508	12	12	24
1-09-53-130-4					COUDERSPORT AREA S D	1985-86	1,425,097	22,985	425	18.84	46	15.98	106	5.59	411	30	34	64
1-09-53-280-4					GALETON AREA S D	1985-86	835,364	23,204	399	15.36	358	13.22	367	5.81	211	20	16	36
1-09-53-550-4					NORTHERN POTTER S D	1985-86	1,157,143	20,300	582	12.18	544	10.04	543	5.65	359	34	23	57
1-09-53-750-4					OSHAYO VALLEY S D	1985-86	905,922	21,067	566	14.95	402	12.43	450	5.76	249	24	20	44
1-29-54-080-3					BLUE MOUNTAIN S D[1/]	1985-86	3,631,476	23,130	404	15.64	325	14.69	200	5.68	336	84	75	159
1-29-54-450-3					MAHANOY AREA S D	1985-86	1,597,185	19,718	591	13.80	493	13.10	387	5.39	514	45	39	84
1-29-54-470-3					MINERSVILLE AREA S D	1985-86	1,391,956	20,469	579	14.07	482	12.20	471	5.30	527	44	27	71
1-29-54-500-3					NORTH SCHUYLKILL S D	1985-86	3,151,702	22,838	439	15.11	379	13.76	316	5.86	176	74	74	148
1-29-54-600-3					PINE GROVE AREA S D	1985-86	2,257,931	22,355	480	14.12	476	12.63	437	5.40	511	66	41	107
1-29-54-610-3					POTTSVILLE AREA S D	1985-86	4,198,748	22,573	460	15.21	371	14.28	254	5.45	498	106	83	189
1-29-54-680-3					SAINT CLAIR AREA S D	1985-86	1,314,400	22,277	493	15.73	315	14.14	268	5.58	428	23	36	59
1-29-54-690-7					SCHUYLKILL CO AVTS	1985-86	1,097,028	23,341	384	13.68	501	12.21	469	5.11	535	9	38	47
1-29-54-720-3					SHENANDOAH VALLEY S D	1985-86	1,131,784	20,958	570	15.50	341	13.59	334	5.73	287	27	29	56
1-29-54-730-3					SCHUYLKILL HAVEN A S D	1985-86	1,578,288	21,620	535	14.53	441	12.45	448	5.94	127	45	30	75
1-29-54-760-3					TAMAQUA AREA S D	1985-86	3,332,313	22,515	468	16.05	266	14.46	227	5.82	206	83	68	151
1-29-54-780-3					TRI VALLEY S D	1985-86	1,429,026	20,710	574	14.22	468	12.36	459	5.53	464	39	30	69
1-29-54-880-3					WILLIAMS VALLEY S D	1985-86	1,713,439	21,153	561	15.19	374	13.68	328	5.45	499	45	39	84
1-16-55-500-3					MIDD-WEST S D	1985-86	3,735,816	22,105	504	14.39	454	13.22	369	5.75	260	88	82	170
1-16-55-710-3					SELINSGROVE AREA S D	1985-86	3,651,850	21,108	563	15.63	327	13.63	332	5.87	167	96	78	174
1-08-56-100-3					BERLIN BRTHSVALLEY S D	1985-86	1,319,235	21,987	514	15.44	346	13.19	373	5.73	283	33	31	64
1-08-56-180-3					CONEMAUGH TWP AREA S D	1985-86	1,874,682	24,034	318	16.77	188	14.36	240	5.60	405	44	40	84
1-08-56-520-3					MEYERSDALE AREA S D[1/]	1985-86	1,655,381	19,475	592	14.18	471	12.66	433	5.45	495	47	42	89
1-08-56-550-3					NORTH STAR S D	1985-86	2,235,160	21,700	530	14.85	407	13.40	354	5.49	479	61	46	107
1-08-56-630-3					ROCKWOOD AREA S D	1985-86	1,599,020	21,608	537	14.14	475	12.54	440	5.71	303	43	33	76
1-08-56-700-4					SALISBURY-ELK LICK S D	1985-86	733,628	22,231	496	18.91	43	16.67	52	5.70	312	13	20	33
1-08-56-720-4					SHADE-CENTRAL CITY S D	1985-86	1,267,950	21,490	543	14.34	461	12.66	434	5.58	424	26	33	59
1-08-56-740-4					SHANKSVILLE-STNYCRK S D	1985-86	694,705	22,409	475	15.15	375	12.61	438	5.74	265	16	17	33
1-08-56-770-3					SOMERSET AREA S D	1985-86	3,932,438	23,832	341	16.62	202	14.00	286	5.46	492	101	66	167
1-08-56-780-7					SOMERSET CO AVTS[1/]	1985-86	468,890	22,328	486	11.64	557	9.27	555	3.75	585	6	16	22
1-08-56-840-4					TURKEYFT VLLY AREA SD	1985-86	882,007	21,000	569	15.58	330	13.79	313	5.26	529	25	18	43
1-08-56-910-3					WINDBER AREA S D	1985-86	1,871,689	23,396	377	16.35	233	14.27	257	5.38	517	41	40	81
1-17-57-630-3					SULLIVAN COUNTY S D	1985-86	1,523,245	22,400	476	14.10	480	11.16	518	5.36	521	32	38	70
1-19-58-100-3					BLUE RIDGE S D	1985-86	1,835,050	21,588	538	16.26	243	14.47	225	5.47	489	49	45	94
1-19-58-250-3					ELK LAKE S D	1985-86	1,447,991	21,611	536	13.08	527	11.64	507	5.44	501	42	32	74
1-19-58-300-3					FOREST CITY REGN S D	1985-86	1,187,745	22,841	438	15.42	349	12.77	429	5.71	308	30	23	53
1-19-58-450-3					MONTROSE AREA S D	1985-86	2,951,945	22,533	465	15.66	322	13.84	306	5.52	467	75	59	134
1-19-58-460-3					MOUNTAIN VIEW SCH DIST	1985-86	1,581,419	21,085	565	14.29	464	12.48	444	5.68	333	45	32	77
1-19-58-470-7					SUSQUEHANNA CO AVTS	1985-86	151,905	18,988	595	9.25	590	8.25	574	4.50	553	4	4	8
1-19-58-650-3					SUSQUEHANNA COMM S D	1985-86	1,517,228	21,369	554	13.53	511	12.60	439	5.65	361	38	35	73

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	INT UNT NO.	C T Y	D I S	C L S	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1	17-59-600-3				NORTHERN TIOGA S D[1/]	1985-86	3,833,653	20,391	580	14.58	435	13.34	359	5.56	440	114	80	194
1	17-59-700-3				SOUTHERN TIOGA S D	1985-86	3,354,451	22,819	441	17.43	129	15.61	130	5.62	394	86	64	150
1	17-59-850-3				WELLSBORO AREA S D	1985-86	2,639,749	23,360	381	17.74	104	15.90	113	5.78	234	67	48	115
1	16-60-400-3				LEWISBURG AREA S D	1985-86	2,501,778	22,952	429	15.51	336	12.40	455	5.87	168	58	53	111
1	16-60-500-3				MIFFLINBURG AREA S D	1985-86	2,917,072	22,267	494	15.92	288	14.12	272	5.48	484	69	68	137
1	16-60-670-7				SUN AREA VO-TECH SCHOOL	1985-86	565,516	23,563	357	10.44	577	8.64	570	3.70	590	6	19	25
1	06-61-130-3				CRANBERRY AREA S D	1985-86	2,294,725	22,947	430	15.66	321	13.98	289	5.62	391	63	40	103
1	06-61-220-3				FRANKLIN AREA S D	1985-86	4,098,045	23,152	402	17.18	153	15.05	169	5.71	302	100	81	181
1	06-61-620-3				OIL CITY AREA S D	1985-86	4,349,207	23,509	363	16.29	241	14.98	176	5.58	421	112	82	194
1	06-61-720-3				TITUSVILLE AREA S D	1985-86	3,939,609	24,934	248	17.86	100	16.52	63	5.81	210	90	70	160
1	06-61-860-3				VALLEY GROVE S D	1985-86	1,582,427	23,270	389	16.38	224	15.13	160	5.82	200	40	28	68
1	06-61-910-7				VENANGO CO AVTS	1985-86	692,824	23,094	407	12.65	534	11.29	516	4.86	539	9	22	31
1	05-62-800-7				WARREN CO AVTS[1/]	1985-86	558,127	23,255	392	15.50	337	11.96	489	4.75	542	7	19	26
1	05-62-830-2				WARREN COUNTY S D	1985-86	12,079,008	24,402	292	16.19	249	14.82	188	5.67	338	279	230	509
1	01-63-050-4				AVELLA AREA S D	1985-86	1,284,171	22,140	501	13.63	509	12.36	457	5.82	197	32	27	59
1	01-63-090-3				BENTWORTH S D	1985-86	2,138,153	24,862	254	17.01	168	16.10	89	5.63	371	47	40	87
1	01-63-100-3				BETHLEHEM-CENTER S D	1985-86	2,596,502	25,455	215	18.77	48	17.91	15	5.76	246	57	46	103
1	01-63-120-3				BURGETTSTOWN AREA S D[1/]	1985-86	2,464,089	23,467	370	19.61	25	17.42	25	5.75	254	56	51	107
1	01-63-150-3				CALIFORNIA A S D	1985-86	1,777,231	23,080	411	16.24	245	14.59	211	5.70	310	47	35	82
1	01-63-170-3				CANON MCMILLAN S D	1985-86	6,615,773	25,155	235	15.74	312	14.28	249	5.63	372	154	119	273
1	01-63-180-3				CHARLEROI AREA S D	1985-86	2,740,376	24,912	249	18.44	63	16.53	61	5.81	207	65	50	115
1	01-63-190-3				CHARTIERS-HOUSTON S D	1985-86	2,153,500	25,335	226	17.49	124	15.78	122	5.81	208	57	33	90
1	01-63-240-3				FORT CHERRY S D	1985-86	2,221,365	22,900	435	14.96	399	13.96	292	5.66	347	58	45	103
1	01-63-390-3				MCGUFFEY S D	1985-86	3,876,954	23,077	412	14.36	460	11.69	504	5.54	448	106	67	173
1	01-63-420-7				MON VALLEY AVTS	1985-86	478,019	22,762	447	12.27	540	9.77	549	4.32	569	3	19	22
1	01-63-650-3				PETERS TOWNSHIP S D[1/]	1985-86	4,529,180	26,642	144	17.34	134	14.74	192	6.18	41	107	69	176
1	01-63-700-2				RINGGOLD S D[1/]	1985-86	6,991,398	25,798	200	16.71	193	15.39	146	5.69	322	167	107	274
1	01-63-800-3				TRINITY AREA S D	1985-86	6,796,520	24,625	274	15.96	277	14.35	245	5.65	355	167	112	279
1	01-63-880-3				WASHINGTON S D	1985-86	3,826,739	26,760	140	17.66	109	16.08	92	5.94	118	84	62	146
1	01-63-890-7				WESTERN AVTS	1985-86	486,050	24,302	295	10.05	581	8.00	576	4.69	544	7	13	20
1	19-64-830-3				WALLENPAUPACK AREA S D	1985-86	3,279,021	24,654	270	14.52	442	10.41	536	5.65	362	81	57	138
1	19-64-870-3				WAYNE HIGHLANDS S D	1985-86	4,400,703	23,916	331	14.85	409	13.01	395	5.54	454	112	74	186
1	19-64-890-3				WESTERN WAYNE S D	1985-86	2,902,120	21,339	557	13.74	497	12.06	480	5.35	523	74	62	136
1	07-65-060-3				BELLE VERNON AREA S D	1985-86	4,550,643	24,077	315	17.21	149	16.08	93	5.73	279	108	82	190
1	07-65-070-3				BURRELL S D	1985-86	4,012,340	28,058	93	20.87	5	19.16	5	5.60	404	70	76	146
1	07-65-120-7				CENT WSTMRLND AVTS	1985-86	1,057,929	26,448	155	13.85	491	12.46	446	4.41	559	7	34	41
1	07-65-160-3				DERRY AREA S D	1985-86	4,621,291	26,257	165	16.38	225	15.06	167	6.08	57	101	82	183
1	07-65-220-7				EASTERN WSTMRLND AVTS	1985-86	638,064	25,522	210	13.92	488	12.36	458	4.67	545	4	21	25
1	07-65-260-3				FRANKLIN REGIONAL S D	1985-86	5,476,146	27,797	100	17.50	123	15.93	109	5.59	410	105	101	206
1	07-65-310-2				GREATER LATROBE S D	1985-86	6,963,711	27,096	124	17.52	122	15.20	158	5.87	166	153	113	266
1	07-65-320-3				GREENSBURG SALEM S D[1/]	1985-86	5,731,786	25,029	246	17.88	97	16.35	75	5.82	201	151	95	246
1	07-65-380-2				HEMPFIELD AREA S D	1985-86	13,044,006	28,295	84	17.54	119	15.62	129	5.84	186	281	202	483
1	07-65-410-3				JEANNETTE CITY S D	1985-86	2,363,013	24,873	252	16.78	186	14.75	190	5.62	392	47	49	96
1	07-65-440-3				KISKI AREA S D	1985-86	7,155,032	27,519	109	18.48	60	16.89	42	5.77	238	139	124	263
1	07-65-490-3				LIGONIER VALLEY S D	1985-86	4,292,266	26,013	181	18.01	87	16.15	82	5.69	323	89	79	168
1	07-65-580-3				MONESSEN CITY S D	1985-86	1,825,289	23,401	375	17.15	157	15.70	125	5.63	377	50	29	79

TABLE 10
SELECTED AVERAGES AND RANKINGS BY ADMINISTRATIVE UNIT, 1985-86

TYP	UNT NO.	CT	DIS	CL	SCHOOL DISTRICT NAME	YEAR	TOTAL SALARY	AVERAGE SALARY	RANK	AVG. YRS. TOTAL	RANK	AVG. YRS. UNIT	RANK	AVG. ED. LEVEL.	RANK	NO. FEMALE	NO. MALE	TOTAL MALE & FEMALE
1-07-65-590-3					MT PLEASANT AREA S D	1985-86	3,721,625	26,025	179	18.62	53	15.45	142	5.43	504	76	67	143
1-07-65-630-3					NEW KENSNGTN ARNLD S D	1985-86	5,099,221	28,329	80	19.74	22	18.25	12	5.73	280	97	89	186
1-07-65-640-7					N WESTMORELAND CY AVTS	1985-86	574,585	27,361	113	13.48	513	7.62	582	4.89	537	3	18	21
1-07-65-650-2					NORWIN S D	1985-86	5,380,306	27,268	119	17.46	128	16.02	101	5.73	281	202	157	359
1-07-65-710-3					PENN TRAFFORD S D	1985-86	4,989,459	25,986	182	17.86	101	16.10	90	5.50	472	103	102	205
1-07-65-750-3					SOUTHMORELAND S D	1985-86	4,200,045	27,097	123	18.01	88	16.40	73	5.78	230	85	73	158
1-07-65-890-3					YOUGH S D	1985-86	3,816,540	25,962	183	16.39	221	15.26	153	5.55	445	83	71	154
1-19-66-500-3					LACKAWANNA TRAIL S D 1/	1985-86	1,631,485	21,188	560	16.66	197	15.49	137	5.47	490	51	28	79
1-18-66-750-3					TUNKHANNOCK AREA S D	1985-86	5,632,815	24,814	260	15.19	372	13.61	333	5.75	261	125	106	231
1-12-67-130-3					CENTRAL YORK S D	1985-86	4,807,104	26,412	157	18.99	40	17.29	28	6.43	20	108	80	188
1-12-67-160-3					DALLASTOWN AREA S D	1985-86	5,713,838	23,321	386	15.45	345	12.66	435	5.70	316	153	99	252
1-12-67-180-3					DOVER AREA S D	1985-86	4,333,821	21,999	512	15.75	310	13.22	368	5.81	212	114	83	197
1-12-67-220-3					EASTERN YORK S D 1/	1985-86	3,135,814	21,626	533	15.49	342	13.12	384	5.80	217	96	57	153
1-12-67-280-3					HANOVER PUBLIC S D	1985-86	2,930,690	24,627	272	17.55	118	14.59	212	6.00	87	66	54	120
1-12-67-440-3					NORTHEASTERN YORK CO SD	1985-86	3,508,116	22,487	470	15.40	352	13.84	305	5.71	306	98	64	162
1-15-67-460-3					NORTHERN YORK CO S D	1985-86	3,641,417	21,546	539	13.65	505	11.56	510	5.74	270	105	70	175
1-12-67-550-3					RED LION AREA S D	1985-86	5,832,088	23,516	362	15.90	290	14.41	234	5.77	241	161	95	256
1-12-67-620-3					SOUTH EASTERN S D	1985-86	2,754,094	22,574	459	14.37	458	12.43	451	5.86	173	75	48	123
1-12-67-640-3					SOUTH WESTERN S D	1985-86	4,315,557	23,975	324	15.97	275	13.99	288	6.01	82	107	74	181
1-12-67-650-3					SOUTHERN YORK CO S D	1985-86	3,665,179	21,687	531	12.32	539	10.79	526	5.50	477	113	67	180
1-12-67-670-3					SPRING GROVE AREA S D	1985-86	5,161,163	22,938	431	15.62	328	13.13	382	5.78	232	131	102	233
1-12-67-850-3					WEST YORK AREA S D	1985-86	3,820,334	25,300	227	17.87	98	16.48	70	5.74	266	85	70	155
1-12-67-900-2					YORK CITY S D	1985-86	10,777,253	26,222	168	17.32	138	15.78	123	6.17	42	250	175	425
1-12-67-910-7					YORK CO AVTS	1985-86	2,158,209	24,249	302	14.63	434	12.97	404	4.86	540	25	65	90
1-12-67-940-3					YORK SUBURBAN S D	1985-86	4,601,395	27,887	96	20.08	13	16.50	66	6.19	40	101	74	175

1/ Based all or in part on 1984-85 salaries.